



Annual Report

2023–2024

freedom
solutions
australia

Our Vision

Clever ideas, changing lives

Our Mission

To change the lives of people living with disability by providing personalised technology, equipment and services.



Acknowledgement of country

We acknowledge the traditional owners of country throughout Australia and recognise their continuing connection to land, waters, and community. We pay our respects to them and their cultures and to elders past, present, and emerging.

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Who we are

About Freedom Solutions Australia

Freedom Solutions Australia is a not-for-profit organisation that customises, designs and builds assistive technology solutions for people living with disability across Victoria and New South Wales.

Freedom Solutions has three services to help change the lives of people living with disability – Freedom Wheels, Unique Solutions and Adaptable Solutions.

Freedom Wheels

Custom-made and modified Freedom Wheels bikes and trikes provide people with disability the opportunity to experience bike riding, sometimes for the first time in their lives. Many of our clients face challenges with riding a standard bike that's available commercially, yet they can enjoy the thrill of riding with the appropriate assistance. Our Product Specialists prescribe Freedom Wheels bikes, and each one is meticulously crafted to accommodate the unique requirements of every individual, including their height, weight, and therapeutic needs. We believe that everyone should have the chance to enjoy the freedom of cycling.

Unique Solutions

Technical volunteers from Freedom Solutions collaborate with people with disability to create tailored assistive technology, either by crafting custom devices or adapting existing equipment, to enhance their overall quality of life or assist in achieving specific objectives. Freedom

Solutions is committed to providing innovative solutions that enhance the well-being, lifelong learning, daily routines, and community engagement of people with disability. We work with our client's community therapist to ensure a strong multidisciplinary approach.

Adaptable Solutions

These products are created to empower individuals to be more independent. The Adaptable Solutions range includes items like supportive seating, step and rails, and mobility aids. Many of our offerings are designed with children in mind, offering adjustable features that adapt as the child grows.

Products include:

- ▶ Joystick controlled ride on car
- ▶ Adjustable chair and table
- ▶ Step and rail
- ▶ Boccia Ramp
- ▶ Standing frame Mobility walker
- ▶ Sit to stand ladder

Our Patron

The Honourable Margaret Beazley AO QC,
Governor of NSW

Our Founders

George Winston AM
Mark Dohrmann AM

Our Values



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Chair's report

Innovation and impact through changing times



As the Chair of Freedom Solutions Australia, I am extremely proud of the work of the organisation across 2023–24.

On behalf of the Board, it gives me great pleasure to share some of the significant highlights from the year and outline some aspects of the changing environment in the disability sector that are impacting the organisation's work.

Firstly, one of the major changes is how the disability community is funded and the implications on organisations such as ours. This involved a move from the Government directly funding organisations that provide disability services to funding a specific 'package' to individuals living with disability and allowing them to directly purchase their own services and equipment within the NDIS.

The move to the NDIS scheme has not been smooth, especially with many bureaucratic processes imposed on both those living with disability and for disability service providers.

These issues are currently being addressed by the government, but it is important to note, the introduction of the NDIS has made a significant difference to the lives of many people living with disability.

We are committed to making the NDIS work efficiently and effectively and enable FSA to continue to deliver on our promise of 'clever ideas, changing lives.'

Some of the specific highlights over the year I would like to share are:

- ▶ 146 number of Unique Solutions
- ▶ 85 number of Adaptable Solutions
- ▶ 347 number of Freedom Wheel Bikes
- ▶ Expansion of the range of standard adaptive equipment

Throughout the year we have remained focused on gaining a greater understanding of the dynamics and impact of the NDIS and its marketplace for those living with disability.

Whilst we faced various challenges, I want to acknowledge the way we are transitioning our organisation to succeed in the new 'world' of disability support in Australia and continuing to deliver for people living with disability.

Lastly, I would like to give a huge thanks to Scott and his team at FSA and the many volunteers that have underpinned our successes throughout the year.

I look forward to another exciting year ahead!

Matthew Kayrooz

Board Chair
Freedom Solutions Australia

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CEO's report

Reflecting on a year of change and progress



A clear theme for the organisation for this year remains 'change'.

Freedom Solutions Australia has undergone further important changes to allow us to make progress on our sustainability model towards being a leaner and more agile organisation.

During this year, we have remained focused on continuing to deliver for our clients through our committed staff and volunteers working with our valued stakeholders – including health professionals, the disability sector, universities and government.

Our community appreciates we are different to other assistive technology and mobility providers. We are a not-for-profit organisation that for 49 years has delivered the very best and tailored products to people living with disability.

Over the past year, we have successfully implemented significant organisational changes at Freedom Solutions Australia, enhancing our service delivery, management, and infrastructure.

Our Unique Solutions service saw a positive shift, with greater autonomy between clients and volunteers, boosting volunteer satisfaction. Leadership roles were consolidated into a flatter structure, fostering increased trust and collaboration across the organisation. We hired an Industrial Designer to support the growth of scalable commercial opportunities.

Despite staff changes, including redundancies and promotions, employee satisfaction has remained high, supported by investments in training and WH&S improvements. We also addressed workforce continuity challenges and enhanced IT systems for better operational efficiency. Compliance efforts were highlighted by a clean NDIS audit, and quality assurance measures were strengthened through targeted training.

Financial sustainability continues to be a critical focus for Freedom Solutions Australia. We are fortunate that the Foundation's strong investment performance provides vital support during challenging times. The Board's steadfast commitment to prudent financial management ensures we remain resilient in a dynamic funding environment.

I look forward to continuing to make progress in delivering on our organisational strategic goals and our mission to transform the lives of Australians living with disability.

Many thanks to our staff, volunteers, Board, donors, government partners and clients for your ongoing support of our organisation.

Scott Miller

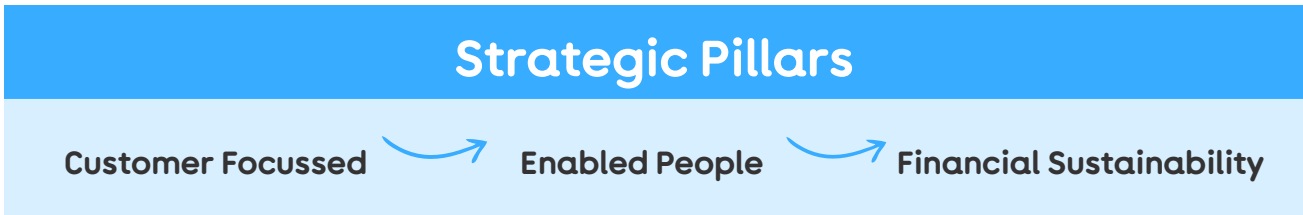
Chief Executive Officer
Freedom Solutions Australia

4.1

Strategic Plan

2023–2026

Vision	Clever ideas – Changing lives
Purpose	Changing the lives of people living with a disability by providing personalised solutions



- Strategic Objectives
- ▶ Brand recognition
 - ▶ Customer satisfaction
 - ▶ Referrer satisfaction
 - ▶ Market growth
 - ▶ Specialised volunteers
 - ▶ Engaged employees
 - ▶ Values-led culture
 - ▶ Quality production
 - ▶ Heath and safety culture
 - ▶ Stronger partnerships with our referral community
 - ▶ Philanthropic and fundraising value for money
 - ▶ Improved financial management of our COGS and overheads.

- 2023–26 Strategic Initiatives (highlights)
- ▶ Develop and roll-out a single market-facing brand in NSW and Victoria
 - ▶ Understand and improve our customers' experience
 - ▶ Understand and leverage our referrers' experience
 - ▶ Provide solutions that maximise the number of customers
 - ▶ Develop and implement a volunteer recruitment and engagement plan
 - ▶ Attractive value proposition that increases the diversity of skillsets
 - ▶ Establish an organisational environment and culture of continuous improvement
 - ▶ Maintain an organisational environment culture of workplace health and safety
 - ▶ New products, partnerships, additional revenue driven resource & sales initiatives
 - ▶ Provide our OT Assistive Technology and Equipment Therapy service to new and existing clients
 - ▶ Improve our value proposition to funders and philanthropists
 - ▶ Grow our partnerships with TADs, regional OTs and other disability charities



4.2

This year's Achievements

Organisational

Unique Solutions Service Changes: We successfully completed a significant service change to our Unique Solutions. These changes have positively impacted volunteer satisfaction, with increased responsibility and autonomy now sitting between clients and volunteers.

Leadership Changes: We further consolidated leadership roles. These changes have led to a flatter structure where increased trust and confidence is shared between CEO and staff.

Technical design expertise: We employed an Industrial Designer to support the design, development and delivery of potentially scalable commercial opportunities.

Culture and Team Management

Staff Changes: We experienced a range of staff changes, including redundancies, resignations and internal promotions across various roles. Despite these changes, employee satisfaction has remained strong.

Training and Development: We have invested in a variety of training opportunities for volunteers and staff, particularly in WH&S and machinery improvements.

Issues Management

Workforce continuity: With staff changes, contingencies were effectively managed to ensure challenges were minimised due to staff departures.

IT Systems: We continue to invest significantly in our business systems, including Salesforce and IT security requirements to ensure client and staff experience.

Compliance and Safety Enhancements

NDIS Audit: Our bi-annual NDIS audit was successfully completed, with a clean audit report.

WH&S: Our WH&S Committee regularly meets to actively address compliance issues, including machinery safety and staff training.

Quality Assurance

Quality Management: As part of our ongoing commitment to quality we have improved quality control by implementing QA systems and offered targeted training for staff and volunteers to address common process and build errors.

Financial Sustainability

Financial Controls: Our organisation's financial management remains a key priority, with ongoing efforts to align operational models with strategic objectives. Despite slow progress, incremental steps are being taken to strengthen the organisation's financial position.

Innovation and Infrastructure

Safe Ride: In-Vehicle Assistive Technology Innovation was funded by the Australian Government through the Department of Infrastructure, Transport, Regional Development, Communications and the Arts.

Northmead Infrastructure Improvements: NSW Department of Enterprise, Investment and Trade and the Federal Department of Industry, Science and Resources awarded FSA funds to improve our volunteers', clients' and staff experience.

Governance and Strategic Planning –

Board Oversight: Our Board is deeply committed to our organisation transformation and has been involved in various strategic planning, financial budgeting, and operational performance reviews, ensuring alignment with the company's strategic goals.

Customer Solutions

Impact stories: We loved seeing customers using TikTok and other social media to showcase their child's increased confidence riding a bike.

Bike technical enhancements: We made several design improvements to our bikes' design including its out-riggers, rear steer and postural supports..

Scalable solutions: We advanced scalable prototypes of our one-handed walker, asthma inhaler and table and chairs to begin marketing commercially.

Volunteer Milestone Awards



5 Years

Roland Wahlquist
Belinda Dixon
Stephen Milton

10 Years

Adam Trudgen
Jarryd Caruana
David Gordon
John Chapman
Michael Anderson
Robert Shelberg
David Hubbard

20 Years

Bruce Young

45 Years

Barry Lees

Our Team

Freedom Solutions Australia employs 24 staff across NSW and Victoria, all working towards achieving our strategic goals.

Our nearly 150 volunteers generously contribute their time, skills, and expertise to create impactful, life-changing solutions. Many of these volunteers have been with us for years, continuously improving the lives of individuals with disability.

The combined efforts of our staff and volunteers have been instrumental in reaching key milestones and delivering positive outcomes for our clients. We remain committed to strengthening these achievements as we work collectively towards a sustainable future for Freedom Solutions Australia and the vital work we do.

Our Board of Directors



Matthew Kayrooz
Chair
Bachelor of Science
(Mathematics)



Gillian Hunt
Deputy Chair
GAICD, MICDA



Laura Mazin
GAICD



Sarah Olsen
B Information and
Communication
Technology (Hons)



Marianne Hammerton
BA (Hons), MA



Angela Obree
BCompt, MBA, GAICD



Anthony Scott



Rachael McDonald
BAppSc (OT), PGDip
(Biomech)

Our Impact

As a not-for-profit organisation our focus is on bringing the best, most innovative products that meets our clients' unique needs.

In 2023/2024, we assisted 578 people with disability to achieve their goals.



347

Freedom
Wheels



146

Unique
Solutions



85

Adaptable
Solutions



447

Co-design
Consultations

The NPS is a way to determine how likely someone is to recommend a product or service to another person thereby indicating their level of loyalty and likelihood of 'telling a friend' about Freedom Solutions. The survey participant is asked to rate the likelihood of recommending Freedom Solutions from 1-10, 10 being the highest likelihood, these results are then used to calculate NPS. The maximum score achievable is 100 and the lowest score -100.

NPS score from clients



NPS score from referrers





Freedom Wheels

Mack and Jett's Story: Discovering the freedom of riding a bike

Mack and Jett are brothers whose lives have been forever changed by the simple joy of riding a bike.

11-year-old Mack has strong determination and a steadfast belief in his abilities and nine-year-old Jett's resilience and courage know no bounds.

Both brothers' childhoods have been marked with obstacles. Mack was born with rotated hips and a condition that causes his thighs to turn outwards, which means he easily loses his balance.

Jett was born with a severe skull mutation and other serious health issues. He had to be resuscitated at birth. Before his first birthday, he'd already had more than 40 blood transfusions. Jett was non-verbal until he was five years old.

Both boys are living with Autism Spectrum Disorder (ASD) and need support from their mum, Meika for most daily tasks.

Last year Mack expressed his desire to ride a bike. He was determined, but they'd tried to ride a standard bike before, and Meika knew the difficulty Mack faced with balance and support.

We recognise that a child with disability needs the opportunity to join in activities with friends and to have new and fun experiences the same as everybody else does.

"I just want them to make friends. They shouldn't feel like the world is an inaccessible place, filled with barriers that seem overwhelming. Children like Mack and Jett should be able to have the same experiences and opportunities as their peers," Mum, Meika said.

Thankfully, Mack and Jett's occupational therapist put Meika in touch with us to see if we could help the boys with their very own bikes.

With Mack's physical hip condition and balance issues, Meika was concerned he may never be able to ride a bike. She hated to think that either of her boys would miss out because of their different abilities.

Both boys attended a bike assessment day to try the bikes for the first time. Jett was hesitant at first because he had tried riding a bike before but lost his balance and fell. He didn't feel safe.

But quickly he found the right bike for him and discovered a whole new confidence. His 24-inch Body Cycle's Edge with three wheels made him feel safe and balanced.

Meika was completely overwhelmed by Mack's reaction to riding his bike.

"Honestly, he was like a changed kid. Just seeing his whole-body movement, the way he was holding himself, how proud he was."



Unique Solutions

Michel's Story: For the love of music

Michel always loved guitars. He loves music. He loves the buzz when he performs in front of people. He loved having a band. He just plays. Music is in him. He expresses himself through music.

In fact, guitars and music have always been an important part of his identity and when Michel had a stroke in March 2022, no-one in his family thought that it would be an option for him to ever play the guitar again.

They are a musical family – Michel sings, plays an acoustic guitar and electric guitar. Partner Cathy sings and daughter Jess is a music teacher. Jess plays the guitar and the piano, and Michel taught Jess how to play the guitar.

After his stroke, daughter Jess would strum the guitar for Michel, while he played the chords, but it felt very different from how he used to play. One of the first NDIS goals Michel had was to look at how he could get back into playing the guitar again.

Cathy started searching on the internet if there was anything available. However, she couldn't find a solution suitable for Michel. She found a guitar called 'Circle', developed in the US. Further research by Jess on the internet found many people with disability trying different ways to play the guitar.

However, none of these ideas met Michel's needs. They reached a conclusion that something unique needed to be invented and made.

This is where our volunteer, Ross came in. Ross was very patient, and he listened closely to what Michel explained he wanted. He then carefully assessed Michel's needs and his current abilities and started working on a solution to meet exactly what Michel needed.

What followed was a series of problem-solving.

Ross tried many different ideas and even when an idea didn't work, there was no disappointment or any thoughts of giving up. He remained positive and kept coming up with new ideas. Ross also brought in other volunteers and kept working on the best solution for Michel.

Finally, as a result, the latest solution is super high-tech and has been printed with a 3D printer which makes it look very sophisticated!

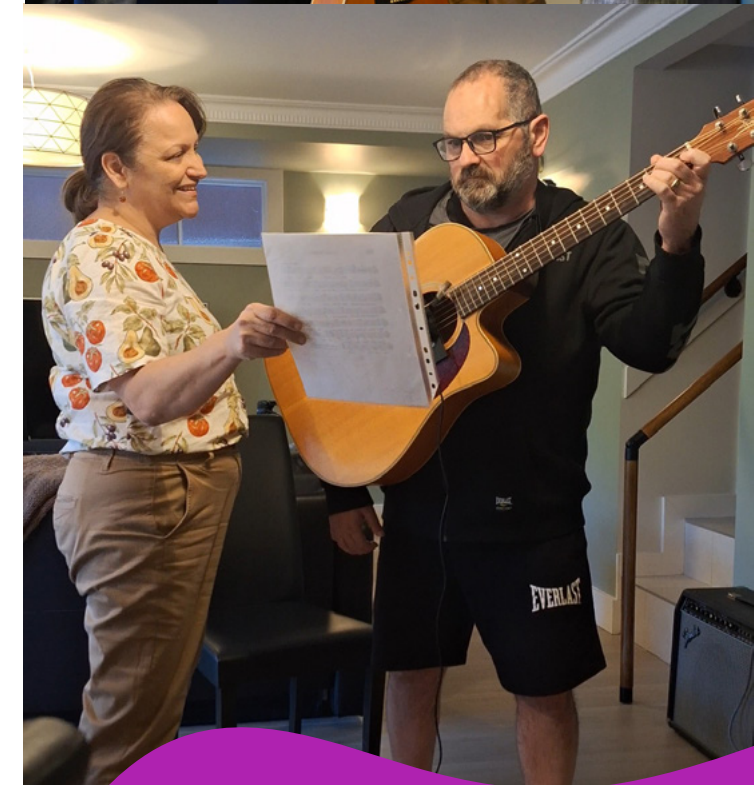
What this meant to Michel was not only being able to play the guitar again, but it was also so much more than that, he had regained a part of himself, a part that was taken away with the stroke now had finally come back.



As Michel's face lit up, both Cathy and Ross experienced the emotion – Michel felt that he could control something again and the feeling of being able to play again was extraordinary. Michel's facial expression said it all, "there's still something I am able to do."

The team at Unique Solutions helped make a difference to Michel's life. It's about control. Having control is a basic human need. Freedom to Michel is to have a choice and control.

By enabling him to play again, to perform music with his daughter and with his friends – he has regained a part of himself. He wanted to play at Christmas last year but wasn't confident enough, but this year he may be ready to go back.



Our Volunteers

Meet Bob and Derek, Freedom Wheels Volunteers



Bob Edgar

Bob is a volunteer with the team at Freedom Wheels.

He is a Fitter/Machinist by trade and has been self-employed in the gas industry for over 30 years repairing equipment and maintaining statutory compliance in service stations and on road tankers throughout NSW.

Bob explains why he became a volunteer with Freedom Wheels, "As a cyclist I'm keen to be a part of giving people an opportunity to ride with friends and family. It is important to give people who otherwise might not ride the independence and confidence to join in."

He also enjoys being part of the team at Freedom Wheels and says that he found he was amongst friends from day one. Bob enjoys the banter and learning more each day about the bikes and the people we build them for.

What Bob enjoys the most about volunteering is, "knowing that our work contributes greatly to making a big difference to the lives of our clients. He feels that each bike we build is life-changing for the recipient. Even riding to the shop can be a task that was previously unimaginable.

Coming from an engineering trade and being an active cyclist, Bob has found that he has a pretty good idea of how things go together and, on occasions, how it may even be done better!

What impresses him about Freedom Solutions is having the broad range of expertise and experience to call on and being able to adapt to deliver unique solutions.

His most memorable project and experience was when he was recently offered the opportunity to travel to Orange with a staff member and a van load of bikes for clients to come and try. He found he was kept busy changing or adjusting pedals, seats, handlebars to suit the varying sizes and abilities.

"Having the personal interaction with the clients was really great and very helpful in informing my work in the workshop. Oh, and it was a very pleasant stay in Orange!"

Derek McKim-Smith

Derek, like Bob, volunteers with Freedom Wheels.

He is originally from Scotland. Derek's background is 25+ years in IT consulting, outsourcing and equipment leasing, Managing Director for NurseCall and Care/Safety an in-the-home technology company, a professional sales coach and a performance and mentoring consultant.

Following a successful career of his own and a passion for "giving back/passing it on" Derek wanted to return some of his time and capacity into an organisation that changes lives for people living with their own challenges.

Also, knowing someone that was delighted with Freedom Wheels services in the past, he jumped at the opportunity to contribute to the organisation.



Derek has found that Freedom Solutions is a close working team of highly motivated individuals focussed on "doing the next right thing" for others.

What he enjoys the most is that "Everyone has a positive can-do attitude. We work as a team, assisting others where necessary. There is a strong sense of comradery and purpose. It's serious work but fun too!"

Derek believes he brings problem solving and project skills to his work. With a strong background in DIY and motorcycle/ bicycle building and maintenance he also finds he's well suited to volunteer work with Freedom Wheels.

In his opinion, what sets Freedom Solutions Australia apart from other organisations in the field is the strength of the Freedom Wheels brand and variety of offerings.

Derek said, "The teams across Freedom Wheels, Unique and Adaptable Solutions regularly combine and/or assist each other in solving solution challenges or just getting the job done. There is a strong culture of "one team!"

His advice to anyone wanting to become a volunteer is to "bring an open mind and a willingness to contribute wherever is needed. Always ask for help, and you will get it with a smile."

What does Freedom mean to you?

“It is life choices without any encumberment.”

—Derek

Our Partners

Our organisation was really pleased to continue working during the year with a range of organisations and health professionals in partnership to deliver on our mission - To change the lives of people living with disability by providing personalised technology, equipment, and services.

Health Professionals

Every year we work closely with hundreds of health professionals across Victoria and NSW, including GPs, Occupational Therapists, Physiotherapists and clinical service staff to provide specialised equipment for people living with disability.

We work together to achieve clients' goals and meet their unique needs.

Meet Cathy Molloy



Cathy first started working with Freedom Solutions Australia (when we were known as TAD) some 13 or 14 years ago when she was working in public health.

Cathy explains how she chose our organisation when seeking a unique solution for a client, “we looked at making a leg kind of support to help older people after they've had a hip fracture to walk without putting their leg to the ground in the early days after a hip operation.”

Since then, she has continued to work with our organisation and referred a number of clients. Part of the reason for this repeat business with us, is our referral process, which Cathy describes as “very straight forward and easy to make.”

The other reason Cathy finds our organisation suitable for her clients is the access to qualified and expert staff so she can contact them and speak to them directly about any specifics. This is so important to make sure the products meet the unique needs of each client.

Cathy has worked with Freedom Solutions Australia across all three parts of the business; Freedom Wheels, Adaptable Solutions and Unique Solutions.

She describes the process for Freedom Wheels as “very easy”, and has “found the process with Adaptable Solutions, which is off the shelf very easy as well.”

In Cathy's experience with Unique Solutions, she found it “is a bit trickier, obviously because the item is a bit trickier, and the process was a little bit involved, it was a bit time consuming, but I understand why, and it all worked very well.”

Cathy recalls working recently with one of our volunteers, John to develop a piece of equipment “the surface of the platform step was going to be a kind of a gritty nonslip one, but we talked about things that I hadn't actually thought of - if there are accidents, because it's to be used around the toilet with a young child, it may be harder to clean.”

“John, who we had on a project was very engaged and very, very receptive to our concerns and came up with some really good ideas himself, which I hadn't thought about! So that was very, very good.”

Meet Hannah Healey

Hannah is a Clinical Manager and Senior Physiotherapist. She first heard about Freedom Solutions from her colleagues.

She spoke about her recent experience with Freedom Wheels, “the Product Specialist at Freedom Wheels have been wonderful to work and collaborate with. The product is high quality and long lasting and the kids love the experience of getting a new custom bike that improves their independence to ride a bike.”

Hannah explained what she liked most about Freedom Solutions Australia, “I love how the high level of customisation that enables my client to get the perfect bike that suits their individual needs.”

An important part of the work we do is working with health professionals, like Hannah to deliver the right product for clients. She said, “the team have helped me to brainstorm unique solutions to manage physical impairments such as low or high tone, poor postural control or reduced strength. We were able to customise the bike to meet and address their physical limitations.”

Hannah has predominately used the Freedom Wheels service to help countless clients learn to ride a bike and therefore increased participation in the community.

When asked what freedom means to Hannah clients she said one word – “independence.”





University Partners

In 2023, we worked with both the University of Sydney and Deakin University.

University of Sydney: we attended the Industry and Community Projects Unit (ICPU) and worked with students throughout a term. The ICPU provides the opportunity for students from a range of disciplinary backgrounds to work with our organisation and in collaboration undertake research, analyse and present solutions. We look forward to continuing this work with the University of Sydney.



Deakin University: we finalised the research for a project called My Active Life in 2023/24 which resulted in a research report highlighting findings on the personal, social, economic and environmental context of recreational participation for people with disability, the individual and community impact of funded programs, and the experiences of mainstream service providers in learning about, and providing inclusive sport and recreation services. We co-presented the findings from the research at a number of conferences across the year.

Other: We also attended a number of key events and conferences including: OTA 2023, AustSwim Conf 2023, SWIMCon 2023, Melbourne Uni – Decentring Academic Expertise and Aquatics and Recreation 2024.



Safe Ride Project

Safe Ride: In-Vehicle Assistive Technology Innovation was funded by the Australian Government through the Department of Infrastructure, Transport, Regional Development, Communications and the Arts.

On June 5th, 2024, Freedom Solutions Australia proudly launched this innovative project, building on the strengths of our Unique Solutions process. The project addresses critical transport safety needs for individuals living with disability.

Our dedicated Safe Ride volunteers are developing practical solutions to buckle release and associated challenges. The goal is to design products that meet Australian safety standards, universal design principles, and reduce or eliminate restrictive practices.

Safe Ride was initiated in response to an industry call to action by Mobility and Accessibility for Children in Australia Ltd (MACA). MACA's research reveals that over half of Australian parents report their child has escaped from their car seat (45%) or seatbelt (36%) while driving, with 10% of children moving into road environments. This poses a significant safety risk, and there is currently a lack of Australian Standard-compliant products to address this challenge effectively.

We are proud to collaborate with MACA on this significant project. All products developed through Safe Ride will be independently tested and assessed by MACA's Australian



Australian Government
Office of Road Safety

Safety Assessment Program (AuSAP) the leading global program for evaluating vehicle restraint systems for children with disability and medical conditions. We are also thrilled to have Toyota Australia (TMCA) supporting the project with their expertise.

We extend our heartfelt thanks to the individuals and families involved in sharing their lived experiences, enabling the co-design process central to the project's success.

For more information or to get involved in the Safe Ride project, please contact Manager Leonie McCann at saferide@freedom solutions.org.au

Save the date: Safe Ride Evaluation Day, October 29th, 2025, NSW and online.

MACA LTD

**Mobility & Accessibility
for Children in Australia®**

TOYOTA



Our Supporters

Platinum Sponsor



- | | |
|--|--|
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| Australian Lion's Children's Mobility Foundation | Information Linkages and Capacity Building |
| Baxter Charitable Foundation | James N Kirby Foundation |
| Bupa Foundation | Kidz Fix Foundation |
| Cassandra Gantner Foundation | Lions Club of Baulkham Hills |
| Cecilia Kilkeary Foundation | Mobility and Accessibility for Children in Australia Ltd |
| Chain Reaction Challenge Foundation | Mostyn Family Foundation |
| City of Parramatta | Nelson Alexander Foundation |
| City of Yarra | Newcastle Coal Infrastructure Group |
| Coca Cola Australia Foundation | Newcastle Permanent Charitable Foundation |
| Collier Charitable Foundation | Northern Beaches Council |
| Community Enterprise Charitable Fund | Office Of Responsible Gambling |
| Community Underwriting | Pierce Armstrong Foundation |
| Dalwood- Wylie Charitable Foundation | PwC Services Trust |
| Department of Communities and Justice (CBP) | Suncorp Group |
| Department of Industry, Science and Resources | The Anthony Costa Foundation |
| Department of Infrastructure, Transport, Regional Development, Communications and the Arts | The Co-Group |
| Department of Social Services - Parramatta Electorate | The Sentinel Foundation |
| Deutsche Group Services | Toyota Australia |
| Farrell Foundation | Victorian Department of Health and Human Services |
| Geelong Community Foundation | Westpac Group |
| | William Angliss Charitable Fund |

Club Grants

- | | |
|---------------------------------------|------------------------------|
| Bankstown District Sports Club | Rules Club Wagga Wagga |
| Bathurst RSL | The Galston Club |
| Burwood RSL Club | Toronto Workers Club |
| Castle Hill RSL Club | Wenty Leagues Club |
| Chatswood RSL | Western Suburbs Leagues Club |
| Club Condell Park | Wests Ashfield Leagues Club |
| Dee Why RSL | |
| Dooleys Lidcombe Catholic Club | |
| Doyalson Wyee RSL | |
| Earlwood Bardwell Park RSL | |
| Forestville RSL Club | |
| Mounties Group | |
| Oak Flats Bowling and Recreation Club | |
| Orange Ex-Services Club | |
| Panthers Bathurst | |
| Parramatta Leagues Club | |

University Partners

- Australian Catholic University (ACU)
- Deakin University
- Melbourne University
- University of NSW
- University of Sydney
- RMIT University
- Swinburne University

Individual Donors

- | | | |
|--------------------|----------------------|--------------------------|
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| Dennis Eagar | Kaye Nixon | Susan Nelson |
| Dorothy Tagg | Laura Mazin | Terry Newman-Taata |
| Edward West | Lelani Pressley | Valerie Chick |
| Elizabeth Collings | Michael High | Vicki Harris |
| FB and JE Gill | Mr Schiavello | Wendy Beresford |

10

This year's highlights



Financial Report

Consolidated Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2024

	Note	2024 \$	2023 \$
Revenue	3	2,951,025	3,790,516
Other income	3	640,250	809,504
Cost of goods sold		(599,041)	(841,277)
Employee costs		(2,121,382)	(2,221,811)
Grant expenses		(433,268)	(610,894)
IT expenses		–	(6,741)
Depreciation expense		(132,883)	(130,119)
Amortisation expense – Leases	12	(159,226)	(150,348)
Volunteer expenses		–	(1,057)
Travel expenses		(89,997)	(86,507)
Bad debt expense		–	(5,484)
Property expenses		(59,392)	(144,344)
Audit and accounting fees		(64,728)	(63,391)
Bank and Insurance expenses		(36,083)	(48,516)
Interest expense	4	(15,797)	(20,404)
Legal and professional fees		(165,917)	(205,247)
Office and administration expenses		(304,031)	(292,841)
Marketing and advertising expenses		(75,655)	(41,627)
Other staff expenses		(37,939)	(42,874)
Surplus / (Deficit) for the year		(704,064)	(313,462)

The audited consolidated financial report for the year ended 30 June 2024 forms a separate report. The following is intended to provide an overview of the financial report and not intended to replace or modify the content of the separate audited consolidated financial report.

Consolidated Statement of Financial Position As At 30 June 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	620,051	1,408,805
Trade and other receivables	6	143,747	113,296
Inventories	7	594,176	386,740
Financial assets	11	10,886	10,770
Other assets	8	53,166	28,359
TOTAL CURRENT ASSETS		1,422,026	1,947,970
NON-CURRENT ASSETS			
Right-of-use assets	12	263,358	451,045
Property, plant and equipment	10	2,375,288	2,441,419
Intangibles	9	145,250	188,180
Financial assets	11	5,257,650	5,988,706
TOTAL NON-CURRENT ASSETS		8,041,546	9,069,350
TOTAL ASSETS		9,463,572	11,017,320
LIABILITIES			
CURRENT LIABILITIES			
Lease liabilities	12	78,143	160,426
Trade and other payables	13	192,602	152,849
Provisions	14	104,967	127,923
Other liabilities	15	166,697	806,715
TOTAL CURRENT LIABILITIES		542,409	1,247,913
NON-CURRENT LIABILITIES			
Lease liabilities	12	185,726	338,173
Employee benefits	14	17,350	9,083
TOTAL NON-CURRENT LIABILITIES		203,076	347,256
TOTAL LIABILITIES		745,485	1,595,169
NET ASSETS		8,718,087	9,422,151
EQUITY			
Asset Revaluation Reserve		421,558	421,558
Committed Funds Reserve		248,463	336,463
Retained earnings		8,048,066	8,664,130
TOTAL EQUITY		8,718,087	9,422,151



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