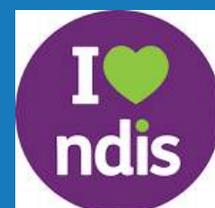




thorndale
foundation
supporting people with disability



Annual Report 2021



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Mission Statement

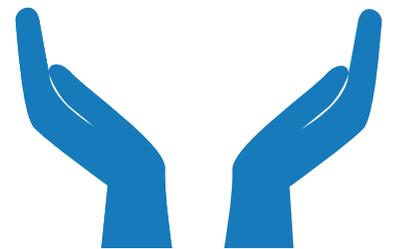
Vision Statement



- Equality

"Our vision is to ensure that all people with a disability live in a community where equality is a way of life".

Organisational Mission



- To empower people with disability

"Our mission is to empower people by providing quality services that will meet individual goals and aspirations".

Thorndale Industries Mission

- To improve lives of people with disability

"Our mission is to improve the lives of people with disability through employment while engaging in meaningful work and to maintain a commercially sustainable business".



Board of Directors



Peter Tracey - Chairperson



Rob Wearn - Director



Jan Caspers - Director



Peter Smith - Director



Mel Catania- Director



Lisa Qiu- Director



Simon Rodger- Director



Graeme Dube- Director

Executive Team



Cathy Gault
- CEO



Kirti Godbole
- Finance Manager



Jody Faber
- People & Culture



Vanessa Rosser
- Commercial Manager



Tricia Vella
- Executive Assistant



Moneka Richards
- Residential & Community
Services Manager

Chair/CEO report

I have been writing the Chairperson Report since 2008, this year I am writing from a different perspective. I was appointed to the role of CEO of the organisation on 28th July 2021. This report covers my time as the Chairperson of the Board of Directors.

As some of you might be aware I have been a member of the Board of Thorndale Foundation since 1998, with a 6 month break in 2008 when I came back to help out and took on the role of Chair. I have seen us navigate through huge times of change but nothing like COVID-19.

What touched me about Thorndale Foundation from the very beginning is how the participants we support are at the core of everything we do. During my time with the organisation I have built a solid understanding of the values that Thorndale Foundation was built on since 1959. I have a passion for making sure that every person in Thorndale is given the best opportunity to shine.

Every year when I sit back and think through the year that has passed and it's always with mixed emotions. Each year we face many changes, some that are at our instigation and others forced upon us but this year was one no one could have planned for. We have navigated our way through each challenge always keeping to our mission to 'empower people by providing quality services that will meet individual goals and aspirations'.

As I write this report we are in the middle of the lockdown of Greater Sydney, we have been locked down for twelve weeks and facing another four. This is new to all of us and each day, the safety and wellbeing of our participants and staff is our main focus.

2020-2021 has been a year of getting on with business after adjusting our world to COVID-19 and as our accounts show we had a good year financially.

Residential Services are doing an outstanding job of providing for everyone's individual needs, which has meant that we have had to adjust the service we provide to some of our Residents as they age, as you will read about in this report. We are planning to offer Short Term Accommodation in our house in Jamisontown as soon as Covid-19 is under control.

Chair/CEO report cont....

Life Leisure and Living continue to provide a every interactive program that all our participants enjoy. Thorndale Social was up and running again (until lockdown hit again) offering opportunities for social interaction and just plain old fun.

ADE continues to be an inspiring place to visit any day the participants are there working. We sometimes forget the value we get from coming to work and we had a good reminder of how important it is to our participants when they were stood down due to COVID-19. We get calls every day asking “when can I come back” because they love the jobs and the community they have created here in our factory.

None of this work would be possible without the amazing staff we have working for us, so many have been with us for many years and they show the commitment to the Organisation the way they have worked through the last few months of this COVID-19 outbreak, going well beyond what was expected of them.

I would like to give thanks to all of the Directors for sharing their time and expertise over the year and thank them for giving me the opportunity to have a hands on contribution to Thorndale Foundation.

**Cathy Gault
Outing Chairperson and Incoming CEO.**



Residential

Thorndale's residential services enable people with a disability to live in a positive environment with professional support in our safe and comfortable SIL/SDA homes.

We provide advocacy support to enable residents to realise their individual capacities and to assist them to reach their goals.

We believe that people with any disability have the right to a standard of living which is reflective of the general community and have a right to enjoy a positive and fulfilling life.

Thorndale currently have 5 SIL/SDA accommodation group homes that have support for 4 to 5 residents in each home offering 24 hour, 7 days a week of supported independent living.

Residents are encouraged to access their community activities, going to their place of work, day programs, and social outings, plan their holidays, visit family and live an active healthy life.

Our trained staff provide quality care and support to give residents an active role in the home including meal preparation choice in menu ideas they are also encouraged to follow a healthy eating plan by their choice and participate in house duties.



Fred's Journey

In 1979 Fred moved into our accommodation homes at Orchard Hills and has resided in Thorndale's care for the past 42 years. In 2011 Fred moved into a new home that was purposely built at Kingswood. He resided there until the end of 2019.

As Fred aged and became more frail, he required increased support with his mobility and health which led Thorndale to proceed to move him to one of our more acute care homes at Jamisontown. After working closely with Fred's brother - Richard, the move was made to Jamisontown.

Fred has settled in well at the Jamisontown group home and has enjoyed the past 18 months living with his 3 housemates. Fred has now lost all his mobility but has the support from the staff and the assistive technology he has purchased to make his daily routine easier for him. Fred spends his days watching his favourite DVD's of the Australian locomotives and other train shows, attends outings with his housemates, and enjoys his craft time and most of all his mealtimes.

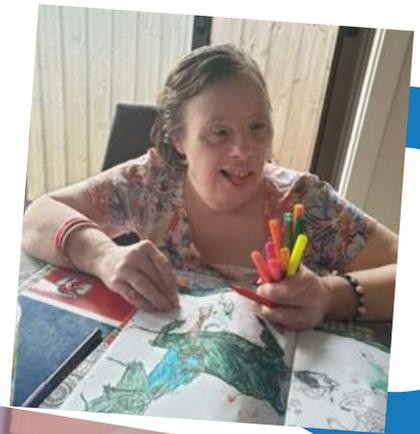


Cherie's Journey

Cherie is a resident in one of our group homes at Kingswood. Near the end of 2020 Cherie moved into her sibling's home as her mum was no longer able to care for her. At this time they come to realise Cherie needed more support so they started to look for accommodation using her NDIS funding.

The family contacted Thorndale as Cherie was attending our day program service. It was then that the process began to apply for Sil and for Cherie to transition into one of our group homes. The funding was approved and Cherie started to transition slowly into the house. Cherie started with visits to meet the rest of her housemates and then staying overnight. On the 3rd of December 2020 Cherie had fully transitioned into her home.

Cherie had a difficult time settling in and this was very challenging for Cherie and the staff to support her. There was a settling period that Cherie needed and changes were made to her routine slowly to allow Cherie to let us know what she needed and to adapt, this was a trying time but with staff to support and dedication to understand Cherie she started to become settled in her new environment and accepting to the care. Cherie is much more settled and enjoys her days during the week at her day program and her community access 1:1 once a week. Cherie's family have regular contact and when health restrictions are relaxed around Covid Cherie enjoys these times with her family.



LLL

"Leisure, Living & Life Skills"

Thorndale's Leisure, Living and Life Skills program has developed significantly over the past year by expanding and increasing our options enabling us to tailor programs to the needs and goals for our participants.

Our staff hold regular meetings with carers and guardians to ensure we are doing the best we can to meet our Participants needs and provide the support they require.

This year, through our programs, Participants have been introduced to new life skills such as sewing, advanced art and craft, wood working and creative writing. Participants have also continued to enjoy our traditional programs such as cooking, dancing, fitness and community outings.

Community outings are always popular with the favourites being bowling, lunch outings (picnics and cafes) and swimming.

Thorndale is also connected with external services such as Sailability enabling us to offer our Participants a variety of different opportunities.

Our dedicated staff continue to focus on developing our Participants living skills in a variety of ways from counting money, which assists with maths to peeling and cutting vegetables, which assists with hand eye coordination and well as fine motor skills.

The aim of the program is to assist all Participants to achieve their NDIS goals throughout the year in a happy, joyous and safe environment.



Leonie's Journey

Leonie has been with Thorndale for the past 2 years within that time Leonie has spent her time at the Leisure, Living & Life Skills (LLL) building her social skills and independent skills and also creating friendships. Leonie has developed extensively with her independent skills greatly that Leonie is always willing to share such skills with her peers/friends.

During her time that Leonie attends LLL, Leonie participates in various activities with her friends such as The Cooking Program, Arts and Crafts, strengthening her skills to assist with her independence within the community. Leonie always shows a great interest in the programed activities within LLL that offer outings within the community such as Lunch Outings and Shopping activities where money skills are most important and achieved individually.

Leonie has developed immensely within her working ethics, Leonie currently completes Work Experience one day a week where developing skills are on offer such as counting, packing sorting and maintaining social interactions and other life skills where Leonie has achieved as such that she should be very proud of her accomplishments. Leonie is working towards being offered paid employment after completing her work experience and a work trial.



Jessica's Journey

Jessica joined the Thorndale Foundation after leaving school last year and currently attends the Leisure, Living and life skills program. Jessica has been developing her life skills through her cooking, shopping and community access programs. She has also been working on her creative side producing some fantastic art works and becoming more social with engaging in new friendships with a variety of her peers.

Jessica has expressed her keen desire to work in the ADE. She has been attending work experience with the LLL group, and has shown great skills and determination. Jessica has now secured a position in the SLES program, which will assist her to become job ready and learn the skills she requires to enter the work force. She will attend her SLES program 3 days and then continue to enjoy her program at LLL 2 days a week. We wish Jessica all the very best and know she will do great on her new adventure.



Thorndale Industries

Working at Thorndale Industries provides our Participants with a stable training platform to increase individual work abilities in a supportive and self-paced learning environment.

We pride ourselves on focusing on abilities and how each participant contributes to our supportive and friendly workplace.

We are always dedicated and fully focused on quality training to provide wonderful opportunities to take participants to the next level.



Nicole's Journey

"Thorndale Industries helped me get back to work and get my Forklift licence".

My name is Nicole and I joined Thorndale Industries in September 2019. I had not worked for a long time before I joined Thorndale and I wanted to look at returning to work to build on my previous work skills.

Thorndale helped me to transition back into the workforce slowly along with heaps of support. They were understanding when I felt overwhelmed with all the new things I had to relearn and were always there to help me through the times when I thought I couldn't do it.

The staff worked closely with me to provide a safe and secure environment where I could ask questions, demonstrate my skills and abilities and get help if I needed it.

The friends I have made at Thorndale Industries make me laugh and want to come to work everyday to see their face's and have good conversations.

Last year Thorndale offered me the opportunity to get my Forklift ticket and I was really nervous as I didn't think I was good enough to achieve this. With some focused 1:1 training and support I am now the proud holder of a valid forklift ticket.

This ticket has provided me with more than just the ability to increase my wage or work option, it has also increased my self-belief that I can achieve things like other people.

Thank you Thorndale Industries for helping me to believe in myself again.



Lawn & Gardening

Thorndale's Lawn & Gardening Crew are always prepared to undertake both residential and commercial property maintenance.

As we are a registered provider, we assist customers who have available funds from the NDIS along with customers who require assistance with Lawn & Garden needs.

We always pride ourselves on our friendly and efficient services.



Pick-N-Pack Services

Is your garage filled with your small business products? Do you need your lounge room back?

Thorndale Industries can help you with space and to free up your time to work on the business not in the business.

We provide local secured storage and can expand to provide a Pick N Pack service to your business on a daily basis.



SLES

"School Leavers Employment Supports"

What a year it has been for our young workers. We have managed "2" once in a life time events this year. Major flooding in March and the current COVID 19 pandemic. The flexibility that has been demonstrated by the young workers, support staff, family and community members has been exceptional.

For SLES training this has provided increased opportunities to learn about changing routines, following Government advice and recommendations, maintaining your own health and being more aware of your family member's health.

We have opportunity to expand our SLES number and we would like you to join our course

Come and explore our fantastic facility.



Sustainable Salons

Thorndale Industries is excited to announce its partnership with Sustainable Salons. Sustainable Salons is a social enterprise that helps its salon members reduce their impact on the planet and invest in local communities. They collect up to 95% of the salon bin and redirect all material for reuse, recycling and repurposing solutions, while 100% of the recycling proceeds are donated to OzHarvest to help feed vulnerable people in our communities.

One of the many things they collect are ponytail donations to contribute to wigs for cancer and alopecia patients! They also recycle chemicals, which are turned back into water and used on construction sites and in manufacturing. Plus, cans and bottles from salons are forwarded to the “Return and Earn” program with all proceeds also going to OzHarvest!

We are proud to be a part of this environmental initiative and we look forward to promoting the benefits of recycling to our all our employee’s.



Financial Review

THE BELOW INFORMATION AND GRAPHS HAVE BEEN PREPARED USING THE AUDITED FINANCIAL ACCOUNTS.
A FULL SET OF ACCOUNTS IS AVAILABLE UPON REQUEST.
FINANCIAL AUDITORS - BERGER PIEPERS CHARTERED ACCOUNTANTS

Financial Position as at 30 June 2021	2021	2020
	\$	\$
Current Assets		
Cash and Cash Equivalents	5,525,586	3,769,277
Trade Receivables	490,237	964,167
Other Current Assets	782,160	597,097
Total Current Assets	6,797,983	5,330,541
Non Current Assets		
Property, Plant and Equipment	7,690,073	7,759,772
Right of Use Asset	313,975	470,963
Total Non Current Assets	8,004,048	8,230,735
TOTAL ASSETS	14,802,031	13,561,276
Current Liabilities		
Trade and Other Payables	452,027	301,017
Provisions	545,426	438,919
Lease Liability	156,988	156,988
Other Current Liabilities	748,104	1,338,537
Total Current Liabilities	1,902,545	2,235,461
Non Current Liabilities		
Provisions	83,552	54,947
Lease Liability	156,987	313,975
Total Non Current Liabilities	240,539	368,922
TOTAL LIABILITIES	2,143,084	2,604,383
NET ASSETS		
Accumulated Funds		
Reserves	3,722,447	3,722,447
Retained Earnings	8,936,500	7,234,446
TOTAL ACCUMULATED FUNDS	12,658,947	10,956,893

Consolidated Performance

THORNDALE RECORDED A SURPLUS OF \$1,702,054 FOR THE FINANCIAL YEAR 2021.

Profit & Loss Statement as at 30 June 2021

2021

\$

Income

Commercial Sales	705,603
Rental Property Income	512,432
Fundraising	11,501
Fees	392,965
Other Income	112,451
Government Funding	8,449,062
Total Income	10,184,014

Cost of Sales	0
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GROSS PROFIT 10,184,014

Expenses

Employment Costs	7,088,679
Property and Utility Costs	874,097
Travel & Motor Vehicle Costs	111,805
Operating Expenses	407,379
Total Expenses	8,481,960

OPERATING PROFIT 1,702,054

Other Income	0
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Other Expense	0
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SURPLUS/(LOSS) 1,702,054

Thank-you

THANK YOU.....

To our Volunteers & Donors

It is with the valued support of loyal volunteers, organisations and members of the community that help Thorndale Foundation continue to provide services.

Volunteers

- Australian Christian College
- Cambridge Park High School
- Casuarina High School
- Cecil Hills High School
- Chifley College Senior Campus
- Dunheved Chifley College Junior Campus
- Erskine Park High School
- Halinda School
- Jamison High School
- Kingswood High School
- Kurrambee High School
- Niland School
- Penrith Valley School
- St Paul's Grammar School
- The Ponds School
- Windsor High School
- Wollemi College
- Xavier College

Corporate Partners

- ASP Healthcare
- Faber-Castell
- Jaybro
- Sue Ismiel & Daughters
- Studor
- Trademark Print
- ASP Plastics

Gold Donors

- Judy Ling
- Elaine C Braggs

