



thorndale
foundation
supporting people with disability

2024

ANNUAL REPORT



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Vision

- **Equality**



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

Mission

- **Organisation**

To empower people with disability

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

- **Industries**

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

Peter is from Springwood and has an extensive career in accounting. Peter was a founding director of the McGrath Foundation and sat on the Board for 10 years. He is also a Director of Adam Crouch Foundation. Peter is very enthusiastic about being a part of the Thorndale team and looks forward to contributing to the growth and development over the coming years.

Appointed director - 2017

Appointed Chair - 2021

Jan is retired with many years of business and life experience, and is an Aunt to a resident who not only lives in one of our Group Homes but also attends our Employment and LLL Program.

Appointed director - 2002



Jan Caspers

Board of Directors



Peter Smith

Peter is a retired sales professional with a plastics company, with extensive commercial and human resource experience.

Appointed director - 2003

Rob is a community minded individual focusing his support to the greater Penrith area. Rob is the managing Director of a local earthmoving business, Director of a Waste/Recycling and Landfill business, a board member of Nepean Medical Research Foundation and a member of the Local Businessman Group.

Appointed director - 2011



Rob Wearn

Board of Directors



Simon Rodger

Simon is an experienced executive currently working as as Executive General Manager at Better Rehab with a history of leadership in the hospital and health care industry. Simon is committed on focusing on optimising the customer experience and outcomes to surpass industry leading key performance indicators. Simon is a registered nurse and obtains a Masters of Business Administration.

Appointed director - 2020

Graeme is retired after spending most of his life in tourism management, marketing and publishing and management tourist accommodation. Graeme has previously spent some time on the Board of Down Syndrome NSW. Graeme is a father to a consumer who attends multiple services across Thorndale Foundation.

Appointed director - 2020



Graeme Dube



Amelia Hatton

Amelia is a Business Lawyer with a particular focus on Employment Law. Amelia has worked on a broad range of matters and has developed a strong understanding of business and employment related issues. Amelia has a passion for helping others in the community.

Appointed director - 2023

Executive Team



Cathy Gault
CEO



Vanessa Rosser
Operations Manager



Tricia Vella
*Business Excellence
Manager*



Kirti Godbole
*Chief Financial
Officer*



Jessica Hearn
*Residential Services
Manager*

Chair Report

Dear Members, Stakeholders, and Friends of Thorndale Foundation,

It is my privilege to present to you the annual report of Thorndale Foundation for the year 2023 2024. This year has been filled with both progress and challenges for our organisation, as we continued to fulfil our mission of supporting individuals with disabilities in living full, independent, and inclusive lives.

1. Achievements and Milestones

This year, we focused on several key areas to enhance the quality of life for the people we support. I am proud to highlight the following accomplishments:

- **Service Expansion:** We successfully launched Pathways to Employment that now provide essential services to more individuals looking to access employment opportunities.
- **Community Integration:** Our partnership with Inclusive Housing Australia has led to us providing services in four new purpose built homes with 10 new residents moving in to their new homes in 2025.
- **Workforce Development:** We have invested heavily in our team's professional growth, providing more training and development to ensure the highest standards of care.

2. Responding to Challenges

This year presented challenges that tested our resilience and adaptability:

- **Pandemic Impact:** The ongoing pandemic had a profound impact on our services, requiring us to adapt quickly to ensure the continuity of care for our clients. Our team worked tirelessly to continue to offer the services while maintaining safety for everyone.
- **Funding Pressures:** Like many in the non-profit sector, we faced funding uncertainties. However, thanks to the generous support of our donors and careful financial stewardship, we were able to maintain stability.
- **Staffing Shortages:** The sector-wide shortage of skilled personnel posed challenges to our operations. We addressed this through targeted recruitment efforts and retention strategies, which have shown promising results.

Chair Report cont.

3. Governance and Organisational Development

As part of our commitment to excellence, we made significant improvements in our governance and internal systems this year:

- **Strategic Planning:** The Board of Directors, in collaboration with senior leadership, completed a comprehensive strategic plan for the next 5 years. This plan focuses on “Exploring PossABILITIES” one person at a time.
- **Diversity and Inclusion:** We deepened our commitment to diversity, equity, and inclusion, both within our organisation and in the services we provide.
- **Financial Health:** Through prudent financial management, we achieved \$1,151,529 surplus due to the generous donation of a land swap with Lend Lease. A full financial report is provided upon request.

4. Looking Ahead: Priorities for 2024 - 2025

As we look to the future, Thorndale Foundation remains committed to our core mission while embracing opportunities for growth. Key priorities for the upcoming year include:

- **Expanding Accessibility:** We are dedicated to enhancing access to our services, ensuring that individuals from all backgrounds can benefit from the support we offer. Our focus will be on creating inclusive environments and adopting innovative approaches that empower individuals to engage fully with our programs. We will continually assess barriers to access and implement strategies to promote inclusivity, ensuring that everyone has the opportunity to thrive in our community.
- **Advocacy:** Our commitment to advocating for the rights and inclusion of individuals with disabilities remains steadfast. We actively engage with policymakers to influence meaningful change, ensuring that the needs, aspirations, and voices of people with disabilities are reflected in key policy initiatives. Through collaboration with community partners and industry leaders, we work to create a more inclusive society where every individual can access opportunities, exercise their rights, and thrive.
- **Sustainability and Innovation:** We will focus on ensuring the long-term sustainability of our programs while exploring innovative ways to enhance service delivery.

Chair Report cont.

5. Gratitude and Appreciation

Our successes this year would not have been possible without the dedication of our staff, volunteers, donors, and partners. To our frontline workers, whose compassion and professionalism continue to inspire us, thank you. To all of our stakeholders, we deeply appreciate your continued belief in our mission.

Finally, to the individuals and families we serve, we remain committed to ensuring that you receive the support and services you deserve. Your strength and resilience inspire everything we do.

In Conclusion

As we move forward, we remain hopeful and confident in our ability to navigate challenges and seize opportunities. Together, we will continue to make strides toward a more inclusive world where all individuals, regardless of ability, can thrive.

Thank you for your ongoing support and commitment to Thorndale Foundation.
Sincerely,

Peter Tracey

Chairman of the Board of Directors

Thorndale Foundation



CEO Report

Dear Families, Friends, and Supporters,

As I reflect on the past year, I am filled with immense pride and gratitude to be part of the Thorndale Foundation. Despite its challenges, this year has been marked by significant growth and success, and we are ending it stronger, more resilient, and better equipped to face the future.

At the heart of everything we do is our unwavering commitment to empowering individuals with disabilities to live their best lives. This year, we have expanded our services, reaching more people than ever before and ensuring that each person we serve has the opportunity to lead a fulfilling and independent life.

Key Highlights of the Year:

Residential Services:

This year, we bid farewell to Moneka Richards, who relocated to Queensland with her husband after 15 years of dedicated service. Moneka's contributions, especially in her role as Residential and Community Services Manager, have been invaluable, and she is dearly missed. We are, however, thrilled to have Jessica Hearn, previously a Team Leader, step into Moneka's role. Jess has already proven to be an exceptional leader, and we look forward to her continued support for our residents and the mentorship she provides to our dedicated Residential Staff.

We saw one resident transition to an Aged Care Home, and we were pleased to welcome three new residents into our community. During a recent Residential staff meeting, I was deeply moved to hear how vibrant and active the lives of many of our residents are, filled with hobbies, friendships, music lessons, and holidays. In some homes, as residents age, they are able to remain in familiar surroundings, continuing to live with the people they know and love.

CEO Report cont.

Leisure, Living and Life Skills:

Our Leisure, Living and Life Skills program has seen many staffing changes this year, and I want to extend my heartfelt thanks to everyone involved in supporting these transitions. We also warmly welcome the new members of our team. The day program remains a hive of activity, with participants engaged in community activities and learning new skills. The aroma from their cooking program often drifts into my office, tempting me to join in!

Australian Disability Enterprise (ADE):

Many visitors to our factory are surprised by the energy and productivity within our space. With around 115 participants attending each week, each person plays a crucial role in the various products we assemble and pack. For many, work is not just about earning an income—it's about identity, community, and pride. The money they earn allows them to engage in additional activities they enjoy, making a meaningful difference in their lives.

Commercial Partners:

We are incredibly grateful to our loyal commercial partners—some of whom have been with us since 2011—including ASP Healthcare, Faber Castell, Jaybro, Sue Ismiel & Daughters, Studor, Corrugated Carton Company, Vittoria Food and Beverage and Shine Guys. These partnerships are vital to the Thorndale Foundation, providing meaningful employment to our workforce. Even with the changes in fair wages for people with disabilities, these companies have remained committed to supporting our mission and helping us achieve our goals.

Client Success Stories:

One of our participants recently shared with me that the hardest days for her are the ones when she doesn't come to work. Before joining Thorndale, she often struggled with belonging and had faced numerous challenges, including hospitalisations and brushes with the law. However, with the support of our team, she gained new skills, including earning her forklift license. Today, she thrives on the sense of accomplishment that comes from completing a job, and she has found a place where she truly belongs.

CEO Report cont.

Corporate Team:

Behind every success is the tireless work of our Corporate Team. Their dedication to managing compliance and administration ensures that we can continue to deliver high-quality services with efficiency and care. I want to acknowledge their exceptional competence and commitment to our mission.

I would like to extend my deepest thanks to our Board of Directors, staff, volunteers, donors, families, and caregivers. Your unwavering support and dedication have made our achievements possible. Together, we are creating lasting, positive change in the lives of so many individuals.

Thank you for being part of this journey with us. Let us continue to work together to build a more inclusive and accessible world for all.

With gratitude,

Cathy Gault

Chief Executive Officer



Residential

Thorndale Foundation operates six group homes, each dedicated to Supported Independent Living (SIL). These homes accommodate 4-5 residents and provide 24/7 support, empowering individuals to make choices that enable them to live fulfilling lives aligned with the standards of the broader community. We understand the importance of choice and control, ensuring that residents have the autonomy to shape their daily lives and long-term goals.

Located across St Marys, Kingswood, Jamisontown, and Cambridge Park, our homes foster independence and offer residents opportunities to engage fully in everyday life.

In response to the evolving needs of our residents, and in partnership with Inclusive Housing Australia (IHA), we are excited to expand into Specialist Disability Accommodation (SDA) with 4 new homes being developed in Kings Central. Thorndale will proudly provide SIL support, assisting residents as they transition into vibrant, inclusive living spaces.

We look forward to welcoming new participants and families into our community and remain committed to promoting independence with respect, dedication, and care—empowering every individual to lead a positive and meaningful life.

We would like to extend our heartfelt gratitude to our incredible Residential Staff, whose unwavering dedication ensures our homes are safe, supportive, and empowering environments. Their commitment to fostering independence and providing personalised care plays a vital role in enriching the lives of our residents every day. Thank you for your passion, hard work, and the difference you make in our community.



Leisure, Living & Life Skills

Thorndale Foundation's Leisure, Living & Life Skills (LLL) Program plays a crucial role in fostering inclusion, independence, and enhancing the quality of life for our participants. Through thoughtfully designed activities, we empower individuals to develop essential life skills such as communication, social interaction, and self-care.

We always recognise the importance of choice and control, ensuring that participants are actively involved in decisions that shape their experiences and personal development.

Our program runs Monday to Friday, 9:00 a.m. to 3:00 p.m., with flexible start and finish times to accommodate individual needs. Participants engage in meaningful experiences—connecting with peers, building friendships, and cultivating a sense of belonging. Group activities and community outings are core elements, promoting socialisation and shared enjoyment.

Every program is tailored to meet the unique aspirations, interests, and abilities of each participant. From education, arts and crafts, and music to cooking and leisure activities, we offer a broad spectrum of experiences that inspire personal growth and help participants thrive.

We would like to sincerely thank our dedicated LLL staff, whose passion and hard work make this program truly special. Your commitment to fostering growth, inclusion, and independence enriches the lives of our participants in meaningful ways. Through your care and creativity, you empower individuals to reach their potential and build lasting connections. Thank you for the invaluable role you play in shaping a vibrant and supportive community.



ADE Employment

Thorndale Industries holds a special place in our community by creating meaningful employment opportunities for individuals who may otherwise face barriers to participating in the workforce. We recognise that a job offers more than just income—it builds social connections, fosters self-worth, and instills pride through contributing to real outcomes. It also provides a platform for individuals to utilise their existing skills while developing new ones.

This year, we have broadened our Pathway to Employment program (formerly known as SLES). With growing interest, this department continues to expand, supporting young people in their transition from school to employment.

We work closely with local schools' support units to offer valuable work experience to students from Year 9 to Year 12. Our broad and diverse customer base sustains our mission, enabling us to deliver a range of services—from small-scale residential yard maintenance to large-scale contract packaging projects for multinational corporations, with products appearing on retail shelves and social media.

In addition to packaging services, we play a vital role in supporting Sydney's growing infrastructure by undertaking essential safety work, helping to shape and enhance the city's future.

We would like to express our deepest gratitude to our incredible ADE staff, whose dedication and hard work make a profound difference in the lives of those we support. Your commitment to creating meaningful employment opportunities empowers individuals to develop skills, build confidence, and find purpose through their work. Thank you for your passion, professionalism, and the positive impact you have on both our participants and the broader community.



ADE Lawn & Gardening

The Lawn and Gardening Team continues to thrive, providing meaningful employment opportunities for our participants while maintaining high-quality services for clients across the community. This year, the team has expanded its reach, delivering professional lawn care, garden maintenance, and landscaping services with a focus on sustainability.

The program not only supports participants in developing practical skills but also fosters personal growth, confidence, and teamwork. Through a blend of guidance from experienced staff and hands-on work, team members have enhanced their abilities and achieved new milestones.

We are proud of the positive feedback from clients, who consistently praise the team's dedication, reliability, and friendly service. As we look toward the future, Thorndale remains committed to growing this initiative, empowering individuals with meaningful work, and nurturing greener spaces across our community.

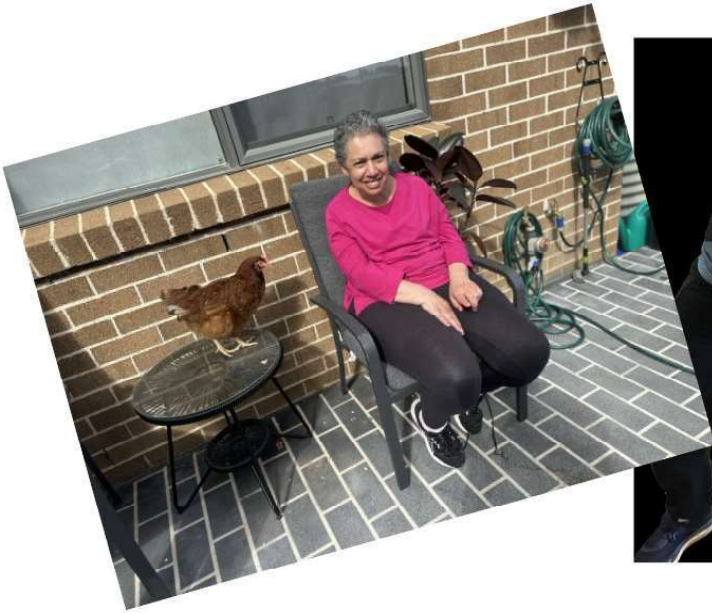
We would like to sincerely thank our Lawn and Gardening crew for their hard work, dedication, and commitment to excellence. Your efforts not only enhance the beauty of our community but also provide participants with valuable skills and a sense of accomplishment. Through your teamwork and passion, you create meaningful opportunities that foster growth and confidence. Thank you for the positive impact you make every day and for the pride you bring to both Thorndale and the communities we serve.



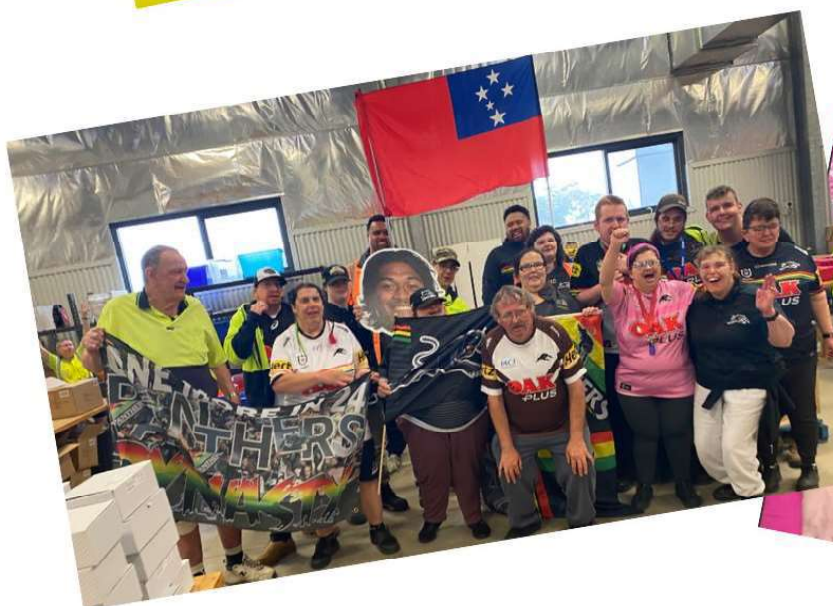
Through the lens.



Through the lens..



Through the lens..



Through the lens..



Volunteers & Donors

Volunteers

- Australia Christian College
- Chifley College Senior Campus
- Dunheved Chifley College Junior Campus
- Erskine Park High School
- Halinda School
- Jamison High School
- Kurrambee School
- Niland School
- Penrith Valley Cshool
- The Ponds School
- Windsor High School
- Wollemi College
- Xavier College

Gold Donors

- Judy Ling
- Elaine C Braggs
- EOL Denis Klein

Thank you

Corporate Partners

- ASP Healthcare
- Faber-Castell
- Jaybro
- Sue Ismiel & Daughters
- Studor
- Corrugated Carton Plastics
- Vittoria Food and Beverage
- Shine Guys



THANK YOU!

Financial Review

*The below information has been prepared using the audited financial accounts.
A full set of accounts is available upon request.*

Financial Auditors - Kelly Partners + Berger Piepers

Financial Position as at 30th June 2024	2024	2023
Current Assets	\$	\$
Cash and Cash Equivalents	8,214,592	7,803,931
Trade and Other Receivables	618,008	295,843
Other	787,431	814,278
Total Current Assets	9,620,031	8,914,052
Non Current Assets		
Property, Plant and Equipment	8,296,196	7,483,194
Total Non Current Assets	8,296,196	7,483,194
TOTAL ASSETS	17,916,227	16,397,246
Current Liabilities		
Trade and Other Payables	530,406	413,647
Provisions	723,512	598,474
Other Liabilities	961,803	918,632
Total Current Liabilities	2,215,721	1,930,753
Non Current Liabilities		
Employee Benefits	216,078	133,593
Total Non Current Liabilities	216,078	133,593
TOTAL LIABILITIES	2,431,799	2,064,346
NET ASSETS	15,484,428	14,322,900
Accumulated Funds		
Reserves	3,722,447	3,722,447
Retained Earnings	11,761,981	10,610,453
TOTAL ACCUMULATED FUNDS	15,484,428	14,332,900

Consolidated Performance

Thorndale recorded a surplus of \$ 1,151,529 for the financial year 2024.

Profit and Loss Statement as at 30th June 2024	2024
Income	\$
Sale of Goods	1,010,428
Rental property income	324,255
Fundraising/Donations	774,983
Fees received	400,550
Other income	328,312
Government Funding	8,826,637
Total Income	11,665,165
Cost of sales	-
GROSS PROFIT	11,665,165
Expenses	
Employment Costs	9,125,533
Property and Utility Costs	729,204
Travel and Motor Vehicle Costs	126,255
Operating Expenses	532,644
Total Expenses	10,513,635
Operating Profit	1,151,529
Other income	0
Other expenses	0
SURPLUS/(LOSS)	1,151,529

Become a member of Thorndale

- Thorndale Foundation is an organisation set up by families and support networks to ensure that people with disabilities have all the opportunities to live the best life possible.
- Thorndale Foundation started in 1959 with families wanting to provide education opportunities and today we continue their great work through all the services Thorndale provides.
- All of those wonderful people have passed away and now it's time for the families of today to take an interest in the Foundation that makes it all possible.
- We have a very experienced Board of Directors but apart from them, the Membership is very small, so please consider becoming a member today and be apart of our wonderful family.

You can make a difference!

***If interested please contact us ..
Ph - 9912 7800
Email - info@thorndale.com.au***



Contact Us



9912 7800



info@thorndale.com.au



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