



Accessible Diversity
Services Initiative Limited

2024 ANNUAL REPORT

Accessible Diversity Services Initiative Limited

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FROM OUR CHAIR

I would like to acknowledge the traditional custodians of the land on which the Accessible Diversity Services Initiative Limited (ADSI) operates and extend my respects to their elders, both past and present.

On behalf of the Board of Directors of ADSI, I am pleased to present the organisation's Annual Report for the 2023/2024 fiscal year.

First, I wish to express our sincere gratitude to our funding bodies, lead agencies, partners, clients, community leaders, the Cumberland Council, and other stakeholders for their unwavering support and confidence in ADSI's ability to deliver quality services. In particular, I would like to extend special thanks to the Department of Social Services, the Department of Communities and Justice, the Department of Health and Aged Care, the Western Sydney Region Settlement Consortium (WSRSC), Multicultural NSW, the Community Migrant Resources Centre, Mission Australia, Cancer Institute NSW, Playgroup NSW, and Dooley's Lidcombe Catholic Club.

Over the past twelve months, we have significantly enhanced our governance and compliance capacities through strategic staff appointments and external consultancies. We are confident that under the leadership of our new Chief Executive Officer, Joanna Mathew, we are well positioned to embark on the next phase of the organisation's journey.

ADSI takes pride in its collaborative approach and has continued to make meaningful contributions to the sector by working in partnership with both governmental and non-governmental agencies throughout the past year.

The Board is confident that ADSI is well equipped to meet the challenges, which also represent opportunities in the community sector. We look forward to cooperating with the sector and government to advance the recommendations from the recent multicultural framework review.

The Board is prepared to invest further in our clients, personnel, and systems to ensure long-term financial viability, in response to community needs and business expectations. We are also committed to maintaining clear and transparent governance while exploring alternative pathways to strengthen our position in this regard. I firmly believe that the Board supports and appreciates the efforts of all members of the organisation, and I encourage continued contributions to our mission in the future. Our commitment to social justice, access, equity, and mutual respect remains our guiding principle, and I thank everyone for their valuable contributions.

It has been both an honor and a privilege to serve as the Chair of the Board. I would like to extend my gratitude to my fellow directors—Steven Gal, Lorriane, Krista, Hamed, Helen, and our diligent company Secretary, Patricia—for their dedication to serving our communities. I also wish to express my appreciation to the Chief Executive Officer, management, staff, volunteers, and students. The Board anticipates a prosperous year ahead for all in 2025.

Sincerely,

A handwritten signature in black ink, appearing to read 'Sarjoh Bah', with a stylized flourish at the end.

Sarjoh Bah GAICD
Chair, Board of Directors



FROM OUR CEO

I began with ADSI in August of 2024, so cannot take credit for the great outcomes that ADSI achieved in the 2024 financial year. Our stellar team led by April Pan (Community and Settlement Services) and Tina Tung (Aged Care and NDIS) continued to make a significant contribution to our local community in all areas of operation.

While ADSI had a break even financial year this year, reflective of growth, staff changes, increased operating costs, and community investment - total income again increased with fee for service continuing to outstrip grant income.

But what was really heartening for us was the community impact - 35,000 hours of home care delivered, 622 volunteer visits with the elderly, 183 individuals supported to find affordable housing, 500 new clients provided emergency relief, 206 playgroup sessions delivered, and over 500 community education sessions delivered.

I feel honored to be part of the ADSI team!

A handwritten signature in black ink, appearing to read 'J. Matthew'.

Joanna Matthew

Chief Executive Officer



AGED CARE & DISABILITY

MANAGER - TINA TUNG

ADSI provides a range of aged care and disability services, including

- Home Care Packages (HCP),
- Commonwealth Home Support Programs (CHSP),
- Aged Care Volunteer Visitors Scheme (ACVVS), and
- National Disability Insurance Scheme (NDIS)

Aged & Disability Services Team continues to embrace the organisation's "Access, Development, Support and Independence" principle. We are an Aged Care and NDIS Registered Provider; we provide support and services for older people, people living with a disability. We ensure our clients' needs are being heard, put them at the centre of everything and work collaboratively with them to deliver the right care at the right time.

Our focus is always on offering a high standard of quality care and empowering our clients to make their own choice. We ensure our services are easily accessible and culturally appropriate. In the past 12 months, we have been continuously expanding our frontline workforce and upskilling their competences by providing supportive work culture and high reward system to attract new staff and retain staff.

We have also expanded our office-based staff to include a community engagement team to promote our aged care services and help people to access our HCP program. Further, a team leader position has been created to support the aged care team working collaboratively together. All our case workers have been upskilled to manage complex cases with person-centred care focus. The management team works closely with the board to ensure meeting quality and clinical care compliances and requirements, and ensure we provide the safe practice for our service users.

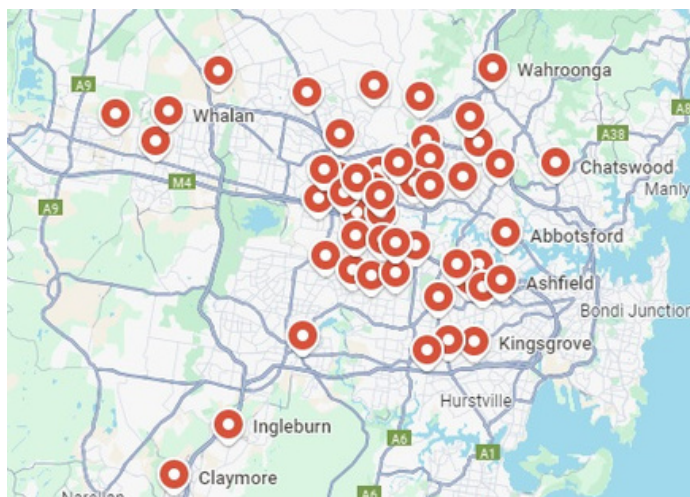
Aged care continues to face reforms in the upcoming years. We are ready and well-prepared for the Support at Home Model in 2025, New Aged Care Act and New compliance standards.

We would like to thank each staff member for their commitment, efforts, and contributions to maintain high quality care services. We also would like to thank each volunteer and stakeholder partner, who support ADSI to make positive changes to our clients and communities.

Finally, we would like to thank the Board and CEO for their ongoing leadership and guidance.



AGED CARE SERVICE AREAS



HOME CARE PACKAGES

Home Care Packages are funded by the Australian Government to provide continued support to older Australians who want to maintain their at-home independence. Packages are designed according to the individual's needs. Each client is provided with personalised care services to sustain their wellbeing, autonomy and connects to their communities.

We worked with consumers to choose appropriate whilst affordable services and plan with them on how to best utilise their packages for an independent, safe and quality life in the community.

Our services run the gamut from household cleaning, meal preparation, and personal care to grocery shopping, transport, as well as accompanied appointments and other social activities. Our support workers are dedicated to their roles to ensure safe and quality care services being provided for our consumers.



HCP CLIENTS
112



HOURS
17,640

"My wife and I give our deepest thanks to ADSI case worker. The case worker demonstrated professionalism to be able to identify our needs and pro-actively resolve any issues in a promptly manner. Our overall well-being has been enhanced and we feel safe to live independently." – HCP Client (S.H.)

"I am extremely pleased with the care services I receive from ADSI. Prior to joining ADSI HCP service, I often felt lonely, depressed, and fearful of living alone. Thanks to my wonderful case worker, my life has been completely changed. With her support and care, I no longer feel isolated. My support worker is also amazing and takes excellent care of me. I feel I am being valued and my voice has been heard." – HCP client (M.S.)



"I'm really pleased with how ADSI roster officer handles my care schedule, which is consistent and well-organized. This is helpful for me to plan my personal time, and I feel secure knowing that I have a stable support worker coming to help me. I am very impressed by such reliable support service provided by ADSI" – HCP client (Anonymous)

"I am incredibly grateful for all care services provided by ADSI. ADSI support workers are compassionate and committed to provide the best quality care service. My family and I appreciated we are being assisted by the capable hands, who always ensure my comfort and well-being effectively and efficiently. Thank you so much for all you have done!" – HCP client (H.F.)

COMMONWEALTH HOME SUPPORT PROGRAM (CHSP)

The Commonwealth Home Support Programme (CHSP) is an entry-level service for older people needing some help or lower care to live at home independently. Services provided by ADSI include Social Support Individual and Domestic Assistance.

Our staff understands that social connection is vital to health and wellbeing and provided supports to help older people be actively involved in community participation.

On the other side, domestic assistance is a service providing support with everyday household tasks, such as cleaning, washing and tidy-up.



CHSP CLIENTS
79



HCP HOURS
9,062

“Many thanks to ADSI for giving us the opportunity to join in the Turkish senior social group. Since joining in the group, I no longer feel lonely, and I feel my life has become meaningful and purposeful by seeing my friends and doing exercise together. I feel happy to engage with my Turkish friends to share our stories, enjoy the music and dance together. We are very grateful for the CHSP worker, who has been taking a good care of us with her passionate heart. Her beautiful smile very much warms our hearts every time we see her welcoming us in the group.” – CHSP client (Anonymous)

“I am pleased to join in ADSI Chinese senior group. The CHSP worker has regularly organised a birthday party to celebrate with us. ADSI staff and the Chinese senior group members are like my family in Australia. I am grateful to be in the group.” – CHSP client (Q.C.)

“I very much enjoy of participating in the weekly Chinese senior group activities where I feel my connection and belonging to.” – CHSP client (A.L.)

AGED CARE VOLUNTEER VISITORS SCHEME (ACVVS)

The Aged Care Volunteer Visitors Scheme (ACVVS) is funded by the Department of Health and Aged Care, that provides regular companionship from paired volunteers who visit older people in residential care and their homes in the community. We value and respect our volunteers for their valuable time and contributions.



ACVVS VOLUNTEERS
18



ACVVS VISITS
622



“Being a volunteer is such a remarkable journey for me. I retired from my job recently and felt very disconnected from the society. Thanks to ADSI volunteer worker who has introduced me joining ACVVS program. I feel I could still bring something valuable to the community. I love singing Chinese songs with the aged care recipients in the group.” – ACVVS volunteer (Y. M. F.)

“I have been working as a volunteer for ADSI and support the ACVVS program (formally called CVS) for more than 10 years. This year I decided to retire from my role due to my own health condition. I am very grateful that the volunteer worker has made a visit with me sending gifts, flower and appreciation certificate on behalf of ADSI. I feel I am being recognised and I will surely visit ADSI from time to time when I am around there to say hi to my friends.” – ACVVS volunteer (L.W.)

NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

The National Disability Insurance Scheme (NDIS) provides individualised funding plan to allow people with a permanent and significant disability to access assistance that help a person in their daily life and enable them to continue participating in the community.

As a registered NDIS provider, ADSI delivers services both at homes and in the community. Our workers provided personalised supports based on the type of disability participants experience and assisted them in social and cultural activities.

A strength-based holistic approach was embedded within service delivery to increase participants' wellbeing, independence and possible employment opportunities.

We have successfully held various NDIS social support group outings to enable NDIS participant to connect with others with similar backgrounds and share similar interests. They have thus regained interpersonal skills and enhanced their confidence and independence with the community access. Their parents were satisfied with the outcome of the group programs and actively shared the information with other parents in the community.



NDIS CLIENTS
55



NDIS SERVICE HOURS
8,721



“We appreciated the case coordination work being provided by the care coordinator who has been helping us a lot, like a ‘diamond’ to us. Our grandchild would not have those support in place and be who she is today if we did not meet her. We are so pleased to see our grandchild improving on multiple aspects in her life to be more independent to pursue her NDIS goals, being confident and capable of navigating the NDIS system independently to manage her own NDIS fund.” – NDIS participant’s grandparents (Anonymous)



“I am a single mother and have two disabled children. I accepted the help and services of NDIS via ADSI. My English is not good, and I am thankful to have a care coordinator who is full of love and speaks the same language to patiently help us, does everything she can to relieve my difficulties. I would like to express my deep gratitude to ADSI NDIS services.” – NDIS participants’ mother (Anonymous)

COMMUNITY SERVICES

TEAM LEADER COMMUNITY SERVICES - LILY VUONG

CHILDREN AND PARENTING SUPPORT (CAPS)

Over the past 12 months, many families have faced significant challenges due to rising living costs, housing issues, and limited access to resources, leading to strained relationships and concerns about children's safety and development. CAPS funded by Commonwealth Department of Social Services (DSS) with a focus on families with children aged 0-12, provided flexible support, ranging from one-on-one sessions to group activities for parents and their families.

ADSI collaborated with health services, local organizations, and schools to enhance service delivery and strengthen community connections. Key activities included:

- Providing one on one casework for parents with parenting needs and complex issues.
- Offering parenting programs that focus on children's emotional, social, and behavioural development, as well as improving family communication.



CAPS CLIENTS
171



CAPS CASEWORK SESSIONS
704



CAPS COMMUNITY EDUCATION SESSIONS
155



CAPS COMMUNITY EDUCATION ATTENDANCE
2275

- Hosting weekly support groups for parents, available in schools, communities, or digitally, for maximum outreach.
- Providing group-based programs to help parents connect, upskill, and empower themselves.
- Assisting children's transitions to kindergarten and high school in partnership with local schools during school holidays.
- Running popular school holiday programs to foster socialization, community cohesion, and family enjoyment.

These efforts allowed ADSI's CAPS service to effectively boost parents' capacity and confidence, enhance family relationships, and support children through various programs throughout the year.



“One of our CAPS success stories –

A single mother with three children, ages 12, 11, and 6, faced a challenging situation with a recent rent increase and her 12-year-old's new autism diagnosis. Overwhelmed by these changes, her plan to return to work was halted and she needed support.

Our case manager provided the client with a range of support:

-emergency relief for bills

-Assisted with her NDIS application by liaising with health professionals regarding the child's reports with the client's consent

-Advocating on her behalf to DCJ Housing for her rental subsidy; as well as to her real estate agent regarding the rent increase.

Additionally, we also provided information and referral on free counselling, and other support programs. As a result, the client's rental subsidy was approved, and her NDIS application was successfully submitted. The client reported increased confidence and renewed focus on her employment goals.

TARGETING EARLIER INTERVENTION (TEI)

In the past year, ADSI continued TEI services to support local families with young children (0-5 years), young parents under 20, and those from CALD backgrounds through prevention and early intervention. Key activities included:

- Playgroups: Facilitated daily playgroup sessions for children and their families to support children's transitions to preschool and kindergarten, focusing on social, emotional, and literacy skills while allowing parents to engage with their children.
- Parent Support Groups: Helped parents develop skills and create plans for their children's growth, including vocational training and employment options via our weekly groups.
- Casework: Connected families with essential services and community resources.
- Interagency Collaboration: Advocated for community needs at various networks like the Cumberland Linkers' Network, Cumberland Child Protection Interagency, and DCJ Multicultural Advisory Committee.
- Community Events: Partnered with local centres and organizations to offer information and services, including but not limited to Paint Auburn REaD - Reading Day 2023, Dad's Breakfast, Children's Week, and Families Week Events.



“Embroidery workshop and traditional dress making at the women’s support group has given me a way to express and drain my emotions through learning an art. I enjoyed this programme and was deeply involved, and it was a ventilation space for me. I look forward to coming to the class and learning new techniques.” – Anonymous TEI Client.

‘Triple P Program from ADSI has empowered me to be able to understand behaviour management skills and how just doing and implementing little things can make a huge difference. I have gained confidence in dealing positively with children at home and has made my life so easier and calm’ – Anonymous TEI Client.



PLAYGROUP
ATTENDANCE
5,531



PLAYGROUP
SESSIONS
208



SUPPORT GROUP SESSIONS
138



SUPPORT GROUP ATTENDANCE
1,600



‘My child really enjoys singing and dancing with other children during playgroup music time, and I feel comfortable when I come to the group, I am so happy that my child has enjoyed the playgroup and has learnt and developed so much. This service is very useful for me and my child. My son has increased in his literacy and social skills also to assist him to become school ready’. – Anonymous TEI Client.

SPECIALIST HOMELESSNESS SUPPORT (SHS)

ADSI's Specialist Homelessness Service (SHS) is funded by the Department of Communities & Justice (DCJ) via a consortium led by Mission Australia. This is a wraparound service addressing the root cause of homelessness, and mitigating risk of homelessness.

Over the past year, ADSI has seen a significant rise in individuals and families needing SHS support due to the cost of living and rental crisis.

Through SHS, ADSI offered comprehensive casework support to those experiencing or at risk of homelessness. This included providing information, advocacy to obtain accommodation, document assistance, access to Housing NSW, and referrals to other service providers for complex needs such as domestic violence, employment, health, finance, and social support. ADSI also led the quarterly Auburn Housing Working Group meetings, both in person and digitally, collaborating with other service providers to tackle local homelessness issues.



SHS CLIENTS
183



AUBURN HOUSING GROUP
INTERAGENCY MTGS
4

“Ms. Q moved to Australia from Pakistan in 1996 and worked in science quality assurance. After enduring a violent relationship, she sought refuge in Perth and later relocated to Sydney for safety. With support from her caseworker, Ms. Q was supported to negotiate with the real estate agent to establish a payment plan. Additionally, SHS caseworker sought supports from St. Vincent de Paul and Anglicare to address the outstanding rental arrears. SHS Caseworker supported Ms. Q with the paperwork required throughout the whole process. Once these arrears were settled, the caseworker worked with Ms. Q and the real estate agent to set up an affordable payment plan moving forward.

With our support, Ms. Q was able to stay at her current rental accommodation and had also begun volunteering in an aged care facility, which has helped her regain confidence and reconnect with her community.”

SETTLEMENT SERVICES

TEAM LEADER SETTLEMENT SERVICES - AMADU BAH

SETTLEMENT ENGAGEMENT AND TRANSITION SUPPORT (SETS)

SETS provides casework, group activities/sessions and advocacy to newly arrived migrants, refugees and humanitarian entrants who arrived in Australia in the past 5 years.

Our SETS Client Services (CS) were provided by bilingual caseworkers who help clients deal with all sorts of issues faced in their settlement journeys through tailored one-on-one casework, information sessions, workshops and referrals to mainstream services. In the past year, SETS CS focused mainly on providing quality services to target groups living in Central Western Sydney, assisting clients to become self-reliant, and promoting social cohesion, participation and diversity in the Australian wider society. The EEET (English, Education, Employment and Training) programs are the main core activities in ADSI together with Health and Wellbeing.

Among many services our driving and digital literacy support stood out in Y23/24. Driving in Australia is one of the most important aspects for employment, appointments, picking and dropping off school children. SETS staff worked with clients to improve their driving knowledge and digital literacy and via multiple training sessions to help clients become independent by enabling them to be able to contact important people in their life by digital means, including email and social media.. Both programs are enablers for clients to solve their problems and reduce dependency and unnecessary stress.



SETS continued to host the Central Western Sydney Multicultural Interagency (CMI) meetings as Western Sydney is one of the fastest growing and culturally diverse regions in Australia, with increasing number of refugees, migrants and asylum seekers coming to live in our area. The purpose of CMI is to bring together various agencies and organisations within Western Sydney under one roof to discuss and develop comprehensive programs and activities such as employment opportunities, training and other services that are suitable for culturally and linguistically diverse (CALD) and newly arrived communities living in the Central Western Sydney region.



In the last year CMI has worked closely with our partner agencies and organisations in various projects to help alleviate youth unemployment and increased the awareness of domestic and family violence. Today, CMI comprises more than 30 agencies and organisations operating in the region.

On Friday the 21 June 2024, we celebrated Refugee Week with our Refugee Week Gala Dinner. The theme for this year, "Finding Freedom: Family", reminds us of the core values that bind us all together – families which are at the heart of every story of refugees.. Further, the Youth Awards which we give out every year at our Refugee Week celebration, acknowledged and highlighted the achievements and efforts of young people aged 15-24 with a refugee background in the area of Youth Leadership, Academic Achievements, Sport and Arts & Performance. 12 young people nominated by local high schools and youth centres were acknowledged and proudly accepted the awards

Over 200 people including our local representatives, funding bodies, our partner organisations, Community Leaders and our clients attended our Refugee Week celebration and showed their support..

Meanwhile, our SETS Community Capacity Building (CCB) assisted new and emerging communities, including leaders and unincorporated associations within the community. SETS CCB delivered workshops, training opportunities, educative programs and intensive support to enhance communities's capacities. Leaders were supported to develop their skills and capacity to better support their own communities to be productive.



NEW CLIENTS
587



CASEWORK SESSIONS
2,757



CS COMMUNITY EDUCATION SESSIONS
514



CS COMMUNITY EDUCATION ATTENDANCE
2,663



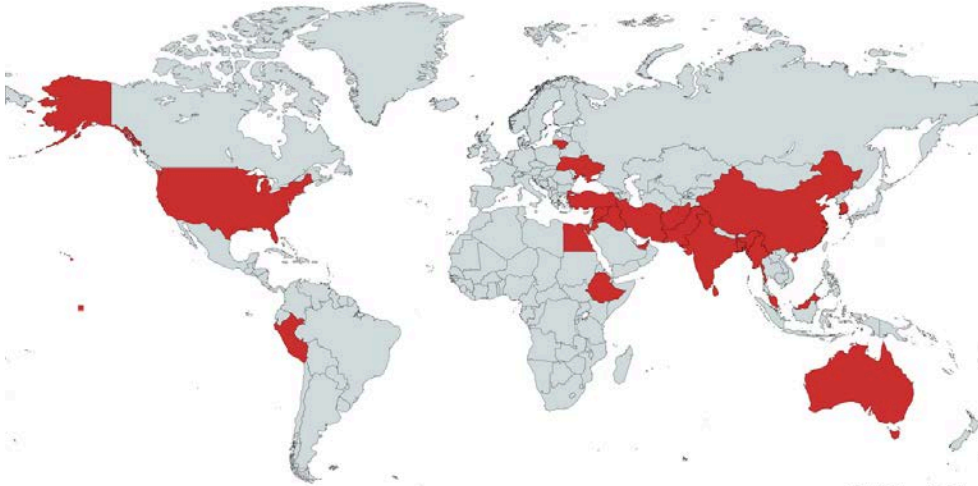
CCB COMMUNITY EDUCATION SESSIONS
36



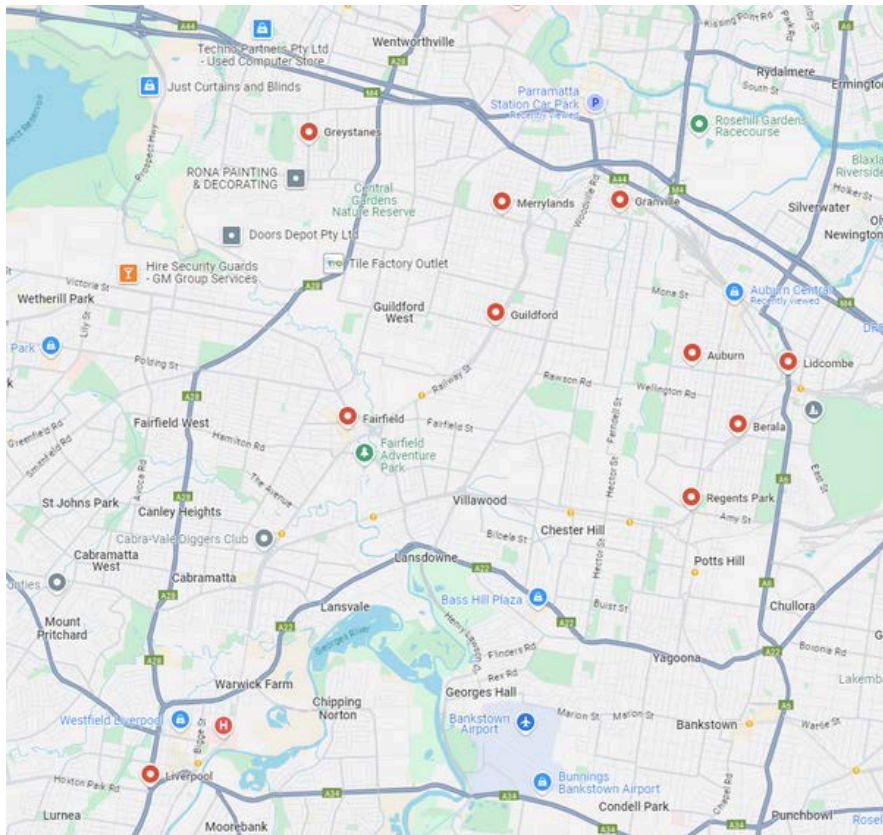
CCB COMMUNITY EDUCATION ATTENDANCE
218

ABOUT OUR CLIENTS

OUR CLIENTS ARE FROM:



OUR CLIENTS CURRENTLY LIVE IN:



SERVICE FOCUS

Road Ready

A driving license is in high demand among new arrivals. Being able to drive provides a high level of independence and presents more opportunities for new arrivals' economic participation. ADSI has been running a driving program to help new arrivals secure their driving license. The program includes driving knowledge classes to help them obtain their L's. Once they successfully do that, we offer five hours of free driving classes with a Professional Driving Instructor.

In 23/24 this popular program supported 125 clients, among which 75 got their Learners licence and 35 obtained their Provisional licence. Additionally 15 of these clients successfully secured their first full time job with the help of their license!

Empowerment

This year ADSI SETS team in partnership with Dress for Success delivered an employment program for our women clients. It provided flexible education/training to meet their employment needs. The main aims of the program were to:

- Provide employment ready training opportunities for newly arrived refugee women especially those DfV survivors
- Develop employment pathways for the same cohort.
- To help the clients understand employment options.
- Establish and maintain strong partnership with qualified job agencies/employment service providers.
- Develop bridging links with intra-ethnic networks

The program was a success as it increased clients' awareness in the job markets. Clients felt more ready to embark on an education/ employment pathway.

Among the 40 women who participate in the program, 15 have found employment since, and 25 others are engaged in other skills training programs getting ready for the job market.

Clients expressed their sincere gratitude and appreciation to both ADSI SETS and Dress for Success teams for giving them the opportunity to be part of a wonderful and successful program.

Independence

Adina arrived in Australia from Afghanistan with her three children and husband, three years ago. They have no immediate family in Australia; her children were 9 months, 5 and 7 years old respectively. As soon as they arrived her husband got a part time job.

Despite her caring responsibilities, Adina was determined to do something for herself. Adina has a low level of education and is illiterate in her own language. She came to our office for support after hearing about our services from a neighbour.

Adina was determined to learn English to improve her communication. We enrolled her in ADSI English class delivered in partnership with TAFE. Her English improved greatly after several months in the program, and she requested to further her studies with TAFE. We talked through with her a few career options and eventually decided to study Aged Care. We assisted her to enrol in Certificate II in Aged Care with TAFE.

“Thank you, Soghra, for be my bedrock in this journey, I really glad to meet you as you are a Godly human being”. - Adina

Resilience

Bibi and her family arrived in Australia with a humanitarian visa November 2022, having fled prosecution and violence from the Taliban. As a refugee, she struggled with English but thanks to her determination and efforts, and with the support of ADSI caseworker, she made great improvement in her English in Granville TAFE’s intensive English class. After completing her hours, she later enrolled in Certificate II in Aged Care.

Bibi has recently finished her Certificate II in Aged Care and presently employed in the Aged Care industry while pursuing her Certificate III in Aged care. She said after her Certificate III completion, her next goal was to become an Australian citizen.

Bibi told us that anything is possible in Australia if you have the right advisor such as caseworker Lida in ADSI.

“Thank you for your extra efforts, Lida. You did an amazing job, and your commitment has not gone unnoticed. Keep up the good work and I will always pray for you because you help change not only my life but the lives of my family”. - Bibi.

Survivor

Zara is a domestic violence survivor. She recently arrived in Australia with little knowledge of English and facing many challenging issues. She felt isolated with no idea of knowledge about services she could turn to for help. She was referred to ADSI by a friend.

Zara faced many complex issues which were impacting her wellbeing and growth. Our DFV caseworker worked with her closely to support her recovery. First we developed a comprehensive case plan as a road map to her recovery and self-growth. She was referred to various programs and activities, such as mentoring and self care activities. We also encouraged her to attend our DFV survivor support group where women can meet, build bonds and facilitate peer support. Zara was later also provided with subsidised driving classes with a Driving Instructor to obtain her driving licence.

Zara succeeded in obtaining her provisional driving licence and she is currently studying Certificate IV in community services at TAFE. We also assisted her with her job seeking and she recently found a part time job to complete while she is doing her study.

We are incredibly proud of Zara for achieving such positive outcomes for herself, including employment, a driver's license, and studying at TAFE.

Zara expressed her appreciation and gratitude for ADSI's support, "I would be ever remaining to be thankful to you Lida for your efforts and time you spent on my recovery journey during my dark days". – Zara, SETS client



YOUTH TRANSITION SUPPORT PROGRAM (YTSP)

YTSP is established for youth from refugee/humanitarian backgrounds to increase their skills for meaningful employment, by providing support in areas such as employment, education, training, and sports.

A disrupted life which many of our YTSP clients carry with them often present barriers to their settlement journey, especially in their schooling and later employment.

Tailored and continuous support by engaging young people, helps ensure they complete their qualification/courses or stay in employment.

ADSI then worked together with existing services to identify gaps and develop a “no wrong door” or integrated service delivery model, which aimed to ensure that each young person receive the right program support at the right time.

In the last 12 months, YTSP increased clients’ confidence and knowledge in the education system, curriculum, school readiness, as well as employment pathways. Examples include assisting clients to gain accredited qualifications and work experience to become job ready.

YTSP also supported clients in Centrelink applications, university scholarships and free TAFE courses, and partnered with other stakeholders to provide mentoring, applications for tax file number and superannuation.



NEW CLIENTS
120



CASEWORK SESSIONS
498



COMMUNITY EDUCATION SESSIONS
175



COMMUNITY EDUCATION ATTENDANCE
905



“Thank you for always following up with my circumstances. Sometimes I know I message you for assistance then don’t find the time and forget to look at my message, but you don’t give up and keep messaging and calling till I answer and find out where I’m at with my issues. I appreciate the effort and that you haven’t given up’ - Faizal, YTSP Client*

EMERGENCY RELIEF (ER)

In the last 12 months, ADSI continually provided Emergency Relief services to people who are unable to pay their bills or at imminent risk of not being able to do so, under the Financial Crisis and Material Aid - Emergency Relief program, which has become critical as we face the unprecedented cost of living pressure across the country.

The Emergency Relief team, despite increased demand, enhanced and diversified its services to provide food vouchers, rent assistance, bill support, and other financial aid. They also connected vulnerable clients to additional support from organizations and services for additional supports such as the Salvation Army, St Vincent de Paul Society, Wesley Mission, Anglicare.

Furthermore, ADSI also offered the Energy Accounts Payment Assistance (EAPA) program, an NSW Government initiative designed to help people with financial difficulties manage their electricity or gas bills.



NEW CLIENTS
500



CASEWORK SESSIONS
1025



COMMUNITY EDUCATION SESSIONS
8



COMMUNITY EDUCATION ATTENDANCE
124

“Mr. J was referred to ADSI by Centrelink after being homeless for six months and unaware of his entitlements. The Emergency Relief team provided him with a \$100 food voucher while he awaited back payments from Centrelink. Additionally, they referred him to the Specialist Homelessness Support program to address his housing needs. This support enabled Mr. J to purchase groceries for the week while residing in temporary accommodation.”

MYTIME SUPPORT GROUP

MyTime, a free peer support group for parents and carers of children with disabilities, developmental delays, or chronic medical conditions, is sub-contracted by Playgroup NSW. The program offers a welcoming environment for participants to exchange ideas and experiences with others facing similar challenges. Each session is led by a skilled facilitator, providing valuable information on services and intervention. ADSI also partners with local agencies, Service NSW, Local Health District to provide information sessions for parents. Parents and carers have reported high satisfaction with the program and actively share relevant information within their community.



PARENTS / CARERS

39



MYTIME SESSIONS

20



"I love joining MyTime and participating in group activities. Meeting other parents has made me feel much more sociable."- Anonymous MyTime Client.

"As a new refugee in Australia with no other family here, MyTime has been the first place where I have been able to meet other parents, share stories, and talk about our lives. I have made some great friends through the group, and it's really helped me a lot." – Anonymous MyTime Client.

ACKNOWLEDGEMENTS

ADSI has built a reputation as a lead CALD community organisation in the local area working with diverse range of government and non-government partners including individuals to achieve mutual goals.

Effective partnerships and close community relationships enhance our organisation profile and assist us in efforts to influence public policy and research.

We would like to thank our funding bodies and agencies: Department of Social Services (DSS), Department of Home Affairs, Department of Communities and Justice (DCJ), Department of Health and Aged Care (DOHAC), Multicultural NSW (MNSW), and National Disability Insurance Agency (NDIA), Settlement Services International (SSI), Community Migrant Resource Centre (CMRC), Mission Australia, Cancer Institute NSW, Playgroup NSW and Dooleys Lidcombe Catholic Club.

We also would like to thank:

ACSA (Afghan Community Support Association), Afghan Peace Foundation, Afghan Women's Association, Australian Care Foundation, Australian Electoral commission, Australian Federal Police, African Mental Learning Cycle, AMES Employment, Anglicare, Arthur Philips Highschool, Art Gallery of NSW, Auburn Community Health Centre, Auburn Girls High School, Auburn Hospital Multicultural Network, Auburn Hospital, Auburn Central,, Auburn Library, Auburn North Public School, Auburn Police, Auburn Public School, Ruth Everuss Aquatic Centre, Auburn West Public School, Auburn Westmead Multicultural Health, Auburn Youth Centre, Australian Afghan Hassanian Youth Association, Australian Afghan Khorasan Association Incorporated, Australian College of Applied Professions, Australian Taxation Office,

Bankstown Senior College, Bantal Pulaar Community, Barnardos, , Berala Public School, Boronia Multicultural Services, Burundian Community,

C3 Church, Cameroonian Community, Chester Hill High School, Congolese Community, Commonwealth Bank, Cumberland Business Chamber, Cumberland City Council, , Cumberland Domestic and Family Violence Reference Group, Cumberland Hospital Multicultural Health, Cumberland Multicultural Community Services, Cumberland Women's DV Court Advocacy Service, Cumberland Women's Health,

Dandelion, Dress for Success,

Eritrean Community, Ethiopian Community, Evolve Housing,

EGamble Aware, Ghan Fashion, Global Skills, Granville Boys High School, Granville Mosque, Granville Multicultural Community Centre, Granville TAFE, Guildford Public School, Guinean Community, GyMEA Community Aid Information Services,

Hazara Community, Hazara Women's Association, Holroyd High School, Holyroddy / Parramatta Mobile Minders, Homebush Boys High School, House of Welcome, HomeNSW, Hume Housing,

Immigrant Women's Speak Out, Immigration Advice and Rights Centre (IARC) Information and Cultural Exchange, Integrated Violence Prevention & Response Service (IVPRS), Jesuit Refugee Service,

Kateb Hazara Association, Kidsafe NSW,

Legal Aid NSW, Liberian Community, Licences 4 Work, Lidcombe Public School, Link2Home,

Macquarie University, Masoud Foundation Australia, Max Employment, Meals on Wheels Auburn, Merrylands Community Aid Centre, Merrylands Community Health Centre, Mobile Early childhood Educators, Multicultural Health (Integrated & Community Health), MYAN, MTC Australia

Navitas English, Nepalese Community, Neami National, New South Wales Refugee Health, NILS, NSW Health,

One Door Mental Health, OZ Professional Driving School,

Parramatta City Council, Parramatta Community Correction Centre, Parramatta Community Health Centre, Parramatta Holroyd Family Support, Parramatta Women's Shelter, Parenting Research Centre

Red Cross, Redfern Legal Centre, Refugee Advice & Casework Services, Refugee Health Service, Regents Park Library, Regents Park Public School, Rwandan Community,

Salvation Army, Services Australia, Sierra Leone Community, Skandari Foundation, South Sudan Community, Somalian Community, STARTTS, St Vincent De Paul Society, Strathfield South High School, Sudanese Community, Surf Lifesaving NSW, Sydney Adventist School Auburn, University of Technology Sydney, Sydney Water, Sydwest Multicultural Services, University of Sydney, University of Western Sydney

TAFE NSW, The Smith Family, Toongabbie Legal Centre, Transcultural Mental Health Centre, Transcultural Multicultural Mental Health Australia, Turkish Welfare Association, Ugandan Community, UNHCR With One Step Walk, Uniting, University of NSW, University of Wollongong,

Wesley Mission, Western Sydney Chinese Services Network, Western Sydney Community Legal Centre, Western Sydney Local District Health, Western Sydney Migrant Resource Centre, Western Sydney University, Westmead Children's Hospital, Westmead Oral Health, Women's Legal Centre, Woodville Alliance,

Yemeni Association.

BOARD'S FINANCIAL REPORT



Accessible Diversity
Services Initiative Limited

ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED

ABN 43 504 682 209
ACN 639 992 788
NAPS 7110

Financial Report
For the year ended 30 June 2024

ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED

ABN 43 504 682 209 | ACN 639 992 788

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THE BOARD OF DIRECTORS' REPORT

The Board of Directors (the Board) presents the financial report of Accessible Diversity Services Initiative Limited (the Company) for the year ending 30 June 2024, and reports as follows:

1. BOARD DIRECTORS

Board Directors who held office during the year were:

Name	Meeting Eligible	Meeting Attended	Remarks
Sarjoh Bah GAICD (Chair)	10	10	
Krista O'Sullivan	10	10	Appointed 26/7/2023
Lorraine Salloum	10	9	Appointed 26/7/2023
Hamed Turay GAICD	10	10	
Christopher Joseph Martin GAICD	8	8	Resigned 29/04/2024
Steven Richard Frank Takacs-Gal GAICD	10	10	

Frank Zheng GAICD held the position of company secretary until 27 February, 2024. Jeannette Allom-Hill held the position of company secretary from 28 February 2024 until 19 June 2024. Patricia Flanagan held the position of company secretary from 19 June, 2024.

2. PRINCIPAL ACTIVITIES

The principal activities are detailed in the annual report provided to all members of the Company prior to the Annual General Meeting.

The Company provides support to communities, covering a range of services for children & families, the elderly, people with disabilities, people who are homeless or at the risk of homelessness, people needing emergency relief, and people from humanitarian and/or refugee backgrounds.

These services include casework, individual care and support, information & referrals, playgroups, support groups, sports, entertainment, celebrations, training, information sessions, excursions, multicultural celebrations and community capacity building.

The Company delivers its services via grants from federal and state governments, subcontracts with other non-government organisations, contributions, donations and individual contracts with participants and care recipients.

There has been no significant change in the nature of the Company's principal activities from the previous year.

3. OPERATING RESULT

The operating result of the Company for the financial year was an operation surplus of **\$7,082.09** (2023: \$372,557.23).

4. SIGNIFICANT CHANGES IN STATE OF AFFAIRS

Frank Zheng, CEO, resigned in February, with his last day 27 February 2024. An interim CEO, Jeannette Allom-Hill, was appointed to allow a robust recruitment process to be conducted, and was still acting in the CEO role at 30 June, 2024.

ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED

ABN 43 504 682 209 | ACN 639 992 788

**STATEMENT OF SURPLUS OR DEFICIT AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024**

		2024	2023
		\$	\$
Income			
Grants	2	2,565,558	2,316,774
Donations	17	15,906	15,287
Services	3	3,080,021	2,565,955
Other Income		189,717	181,324
Total Income		5,851,201	5,079,340
Expenditure			
Employee Benefits		4,306,980	3,433,965
Operations			
Depreciation		28,014	26,464
Facilities & Utilities		220,636	208,592
Insurance		22,032	14,900
IT & Software		34,751	47,510
Other Operation Cost		134,435	125,250
		439,868	422,716
Service Provision			
Brokerage Cost		739,495	514,985
Equipment & Resources		162,114	143,532
Other Program Costs		195,661	191,585
		1,097,271	850,101
Total Expenditures		5,844,118	4,706,782
Current Year Surplus / (Deficit)		7,082	372,557

The accompanying notes form part of these financial statements

ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED

ABN 43 504 682 209 | ACN 639 992 788

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2024

		2024 \$	2023 \$
Assets			
Current Assets			
Account Receivable	6	323,738	276,231
Cash & Cash Equivalent	4	3,010,059	3,022,661
Lease Right to Use	5	149,300	132,939
Other Current Assets		100,643	63,027
Total Current Assets		3,583,740	3,494,857
Non-Current Assets			
Intellectual Property	7	9,763	15,106
Lease Right to Use	5	146,010	307,640
Property, Plant & Equipment	8	45,660	71,022
Total Non-Current Assets		201,432	393,768
Total Assets		3,785,173	3,888,625
Liabilities			
Current Liabilities			
Accounts Payable	10	99,494	57,358
Lease Liability	5	149,300	132,939
Payroll Liabilities	11	297,304	186,831
Provisions	9	204,853	226,539
Tax Liabilities		-18,688	-1,528
Unearned Income		-6,915	77,289
Other Current Liabilities		12	10
Total Current Liabilities		725,361	679,439
Non-Current Liabilities			
Lease Liability	5	146,010	307,640
Provisions	9	473,276	445,314
Total Non-Current Liabilities		619,285	752,954
Total Liabilities		1,344,646	1,432,393
Net Assets		2,440,527	2,456,232
Equity			
Current Year Earnings		7,082	372,557
Prior Years Adjustments		-19,970	2,817
Retained Earnings		2,286,254	1,913,697
Reserves			
Reserve - HR Risk Management	14	47,160	47,160
Reserve - Premise Change	14	100,000	100,000
Reserve - Vehicle Replacement	14	20,000	20,000
		167,160	167,160
Total Equity		2,440,527	2,456,232

The accompanying notes form part of these financial statements

ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED

ABN 43 504 682 209 | ACN 639 992 788

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2024

	Retained Earnings	General Reserve	HR Risk Management	Premise Change	Vehicle Replacement	Total
	\$	\$	\$	\$	\$	\$
Surplus Attributable to Member's Funds	424,767	0	0	0	0	424,767
Prior Year Adjustment	0	205	0	0	0	205
Reserve Allocation	11,350	-205	-11,145	0	0	0
Balance at 30 June 2022	1,900,335	-4,254	67,594	100,000	20,000	2,083,675
Surplus Attributable to Member's Funds	372,557	0	0	0	0	372,557
Prior Year Adjustment	0	0	0	0	0	0
Reserve Allocation	20,434	0	-20,434	0	0	0
Balance at 30 June 2023	2,293,326	-4,254	47,160	100,000	20,000	2,456,232
Surplus Attributable to Member's Funds	7,082	0	0	0	0	7,082
Prior Year Adjustment	0	-22,787	0	0	0	-22,787
Reserve Allocation	-22,787	22,787	0	0	0	0
Balance at 30 June 2024	2,277,621	-4,254	47,160	100,000	20,000	2,440,527

The accompanying notes form part of these financial statements

ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED

ABN 43 504 682 209 | ACN 639 992 788

STATEMENT OF CASH FLOW

FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
Cash Flows from Operating Activities		
Receipts from customers	5,806,266	5,040,728
Payments to suppliers and employees	-5,859,309	-4,744,801
Cash receipts from other operating activities	55,361	86,730
Total Cash Flows from Operating Activities	2,319	382,657
Cash Flows from Investing Activities		
Proceeds from sale of property, plant and equipment	-	-
Payment for property, plant and equipment	-2,653	-77,333
Other cash items from investing activities	119,995	-311,812
Total Cash Flows from Investing Activities	117,342	-389,145
Cash Flows from Financing Activities		
Other cash items from financing activities	-132,263	279,274
Total Cash Flows from Financing Activities	-132,263	279,274
Net Cash Flows	-12,602	272,786
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	3,022,661	2,749,875
Cash and cash equivalents at end of period	-12,602	272,786
Cash and Cash Equivalents at end of Period	3,010,059	3,022,661

The accompanying notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

The financial report includes the financial statements and notes of Accessible Diversity Services Initiative Limited (the Company), registered with the Australian Securities & Investments Commission (ASIC) under the *Corporation Act 2001 (cth)* and Australian Charities and Not for Profits Commission (ACNC) under the *Australian Charities and Not for Profits Commission Act 2012*.

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

1.1. Basis of Preparation

The Company is a not-for-profit public company (Company Limited by Guarantee) for financial reporting purposes under Australian Accounting Standards. The financial statements are general purpose financial statements (simplified disclosures) that have been prepared in accordance with

- *AASB 1053 - Application of Tiers of Australian Accounting Standards,*
- *AASB 1060 - General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities,*
- *Corporation Act 2001 (cth), and*
- *Australian Charities and Not for Profits Commission Act 2012.*

The financial statements have been prepared on an accruals basis and are based on historic costs and modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar. The following accounting standards were also adopted by the Company when preparing these financial statements,

- *AASB 15 - Revenue from Contracts with Customers*
- *AASB 16 - Leases*
- *AASB 1058 - Income of Not-for-profit Entities*

1.2. Accounting Policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

1.2.1. Income Tax

The Company is exempted from Income Tax under Division 50 of the *Income Tax Assessment Acts 1997* and has Deductible Gift Recipient (DGR) status.

1.2.2. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

1.2.3. Cash and Cash Equivalents

Cash and cash equivalents include cash at hand, deposits held at-call with banks, and other short-term highly liquid investments.

1.2.4. Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable after consideration any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

- *Rendering of Services*
Revenue from fee for services is recognised when the service is provided.
- *Grants*
Grants received on the condition that specified services are delivered, or conditions are fulfilled, are considered reciprocal. These grants are initially recognised as a liability and revenue is recognised as services are delivered or conditions fulfilled. Revenue from non-reciprocal grants is recognised when the Company obtains control of the funds.

- *Interest Revenue*
Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.
- *Donations, Contributions and Membership*
Donations, contributions and membership revenue is recognised when the Company obtains control over the funds, which is generally at the time of receipt.

All revenue is stated net of the amount of GST.

1.2.5. Accounts Receivable

Accounts Receivable include amounts due from members, clients, as well as amounts receivable from donors. Receivables expected to be collected within twelve (12) months of the end of the reporting period are classified as Current Assets. All other receivables are classified as Non-Current Assets.

1.2.6. Property, Plant & Equipment (PPE)

Each class of property, plant & equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses. The depreciable amount of PPE is depreciated over the useful lives of the assets to the Company commencing from the time the asset is held ready for use. The Company applies the following depreciation rates regarding corresponding asset types,

Categories	Depreciation Rate
Computers and Printers	30%
Furniture and Fittings	15%
Office Equipment	10%
Motor Vehicles	33.33%

Other asset types are depreciated against certain timeframes when appropriate.

1.2.7. Impairment of Assets

At the end of each reporting period, the Management on behalf of the Board reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired.

If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying amount.

Any excess of the asset's carrying amount over its recoverable amount is recognised in the Statement of Surplus or Deficit and Other Comprehensive Income.

1.2.8. Employee Benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

Superannuation guarantee contributions by the Company are charged as expenses when incurred.

1.2.9. Provisions

Provisions are recognised when the Company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result, and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

The Company decided not to use the net present value for provisions based on historical experience and reasonable assumptions for the durations of future grants.

1.2.10. Accounts Payable

Accounts Payable represent the liability outstanding at the end of the reporting period for goods and services received by the Company during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within thirty (30) days of recognition of the liability.

2. GRANTS

	2024	2023
	\$	\$
Federal	\$2,054,955	\$1,828,614
Non-Government	\$24,284	\$17,723
State	\$486,319	\$470,438
Total Grants	\$2,565,558	\$2,316,774

3. FEES

	2024	2023
	\$	\$
Home Care Packages (HCP)	\$2,483,720	\$1,924,726
National Disability Insurance Scheme (NDIS)	\$596,301	\$641,230
Total Fees	\$3,080,021	\$2,565,955

4. CASH & CASH EQUIVALENT

	2024	2023
	\$	\$
Cash at Bank	3,008,021	3,019,261
Petty Cash	2,038	3,400
Total Cash & Cash Equivalent	3,010,059	3,022,661

5. LEASE

	2024	2023
	\$	\$
Assets		
Lease Right to Use	295,310	440,579
Liabilities		
Lease Liability	295,310	440,579
Net Position	0	0

Analysis of Lease Right to Use

Current	149,300	132,939
Non-Current	146,010	307,640
Total Lease Right to Use	295,310	440,579

Analysis of Lease Liability

Current	149,300	132,939
Non-Current	146,010	307,640
Total Lease Liability	295,310	440,579

The Company was on month-on-month leases from June 2023. The Board/Management is aware of the situation, associated risks and working on a risk mitigated solution which will be implemented in July 2024.

The above calculations are based on historical rent level and 10-year Australian Government bond rate.

6. ACCOUNTS RECEIVABLE

	2024	2023
	\$	\$
Accounts Receivable	323,738	276,231
Total Accounts Receivable	323,738	276,231

7. INTELLECTUAL PROPERTY

	2024	2023
	\$	\$
Intellectual Property		
At Cost	28,534	26,739
Less: Depreciation	-18,771	-11,633
Total Intellectual Property	9,763	15,106

8. PROPERTY, PLANT & EQUIPMENT

	2024	2023
	\$	\$
IT & Communications		
At Cost	54,564	54,179
Less: Depreciation	-46,377	-42,395
	8,186	11,784
Motor Vehicles		
At Cost	64,431	64,431
Less: Depreciation	-28,336	-6,859
	36,095	57,572
Office Equipment		
At Cost	5,334	5,334
Less: Depreciation	-3,955	-3,777
	1,379	1,557
Office Refurbishment		
At Cost	30,457	30,457
Less: Depreciation	-30,457	-30,348
	0	109
Total Property, Plant and Equipment	45,660	71,022

9. PROVISIONS

	2024	2023
	\$	\$
Provision for A/L	194,185	185,929
Provision for Amenity	1,488	1,373
Provision for Doubtful Debts	0	3,484
Provision for LSL	66,788	101,879
Provision for Make Good	76,827	64,800
Provision for Other	273,544	252,520
Provision for Mitigation	65,297	61,869
Total Provisions	678,129	671,854
Analysis of Provisions		
Current	204,853	226,539
Non-Current	473,276	445,314
Total Provisions	678,129	671,854

10. ACCOUNTS PAYABLE

	2024	2023
	\$	\$
Room Hire Key Deposit	200	200
Trade Creditors	99,294	57,158
Total Trade & Other Payables	99,494	57,358

11. PAYROLL LIABILITIES

	2024	2023
	\$	\$
PAYG Payable	46,878	44,209
Superannuation [SG]	30,649	22,848
Wages Payable - Payroll	219,038	119,774
Total Payroll Liabilities	297,304	186,831

12. KEY PERSONNEL RENUMERATION

	2024	2023
	\$	\$
Total Remuneration	679,539	458,657

13. RELATED PARTY TRANSACTIONS

There are related party transactions for the reporting period, including

13.1. Subcontract, Hosting and Contribution

This involves Settlement Services International Limited (SSI). Mr Frank Zheng from the Company was on the SSI Board within the reporting period.

		2024	2023
		\$	\$
Settlement Engagement & Transition Support	SSI	1,149,763	1,082,864
Contributions	SSI	0	273
Hosting	SSI	39,840	43,124
Subtotal		1,189,603	1,126,261
Total Related Party Transactions		1,189,603	1,126,261

14. RESERVES

14.1. General

This reserve records funds set aside for future expansion of the Company.

14.2. HR Risk Management

This reserve records funds set aside for the potential payment of employee entitlements.

14.3. Premise Change

This reserve records funds set aside for the costs expected to be incurred with premise change.

14.4. Vehicle Replacement

This reserve records funds set aside for replacing vehicles used by the Company.

15. SUBSEQUENT EVENTS

No matters or circumstances has arisen since the year end of the financial year which significantly affected or may affect the operations of the Company, the result of those operations, or the state of affairs of the Company in the future.

16. CONTINGENT LIABILITIES

The Company is involved in a dispute with a Home Care Packages client in relation to Home Modification. The Company expects its exposure to be in between \$62,500 - \$91,500.

17. MORTGAGES AND CHARGES

There is no mortgages and charges that affect any of the Company's property as at the year end.

18. CHARITABLE FUNDRAISING ACT 1991 DISCLOSURE

	2024	2023
	\$	\$
Income		
Dooleys - Homework Help	\$12,753	\$10,974
Uncommitted Donations	\$3,153	\$4,313
	\$15,906	\$15,287
Expenses		
Employee Related		
Salaries & Wages	\$11,190	\$9,995
Staff Entitlements	\$0	-\$140
Superannuation	\$1,231	\$1,008
Workers' Compensation	\$332	\$111
	\$12,753	\$10,974
Surplus	\$3,153	\$4,313

Any donations received where the use of those funds is restricted under the conditions of the contribution to specific purposes are applied for those specific purposes.

Any surplus arising from fundraising appeals is applied to the charitable purposes of the Company. The unspent corporate donations intended for specific purposes have been recognised in Note 3(b) as contributions to current year, in accordance with MSB1058 and no separate provisions are recognised for these amounts intended to be spent in future periods.

19. ECONOMIC DEPENDENCE

The Company considers that it is economically dependent on funding grants and fees received from governments. The Board believes that such revenue will continue to be made available to the Company for the foreseeable future. The total amounts received from governments during the financial year include,

	2024		2023	
	\$	%	\$	%
Grants	2,565,558	44%	2,316,774	46%
Fees (Government)	3,080,021	53%	2,565,955	51%
	5,645,578	96%	4,882,730	96%

20. COMPANY DETAILS

The registered office of the Company is:

Accessible Diversity Services Initiative Limited
17 Macquarie Road
AUBURN NSW 2144

ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED

ABN 43 504 682 209 | ACN 639 992 788

STATEMENT BY MEMBERS OF THE BOARD OF DIRECTORS

The Board of Directors (the Board) has determined that Accessible Diversity Services Initiative Limited (the Company) is not a reporting entity and that this General Purpose - Reduced Disclosure financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Board the financial report as set out on pages 1 to 11:

1. Presents a true and fair view of the financial position of the Accessible Diversity Services Initiative Limited as at 30 June 2024 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the Accessible Diversity Services Initiative Limited will be able to pay its debts as and when they fall due.

This Board's Report is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

Helen Yu

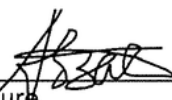
Director



Signature

SARJOH BAH

Director



Signature

Dated the 23 day of OCTOBER 2024

DECLARATION BY THE PRINCIPAL OFFICER IN ACCORDANCE WITH THE CHARITABLE FUNDRAISING ACT 1991

I, Joanna Matthew, Principal Officer of Accessible Diversity Services Initiative Limited declare that in my opinion:

1. the Company is able to pay all of its debts as and when the debts become due and payable,
2. the 30 June 2024 financial statements of the Company satisfy the requirements of the *Charitable Fundraising Act 1991 and the Charitable Fundraising Regulation 2021*,
3. the contents of the 30 June 2024 financial statement of the Company are true and fair, and
4. the Company has appropriate and effective internal controls.



Joanna Matthew
CEO and Principal Officer

Dated the 23 day of OCTOBER 2024



Accessible Diversity
Services Initiative Limited



**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
ACCESSIBLE DIVERSITY SERVICES INITIATIVE LIMITED**

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Accessible Diversity Services Initiative Limited, which comprises the statement of financial position as of 30 June 2024, the statement of Surplus or Deficit and Other Comprehensive Income, Statement of Changes in Equity and Statement of cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the company's declaration.

In our opinion, the accompanying financial report of Accessible Diversity Services Initiative Limited has been prepared in accordance with the Corporations Act 2001, including:

- a) giving a true and fair view of the financial position as at 30 June 2024 and of the financial performance for the year then ended; and
- b) complying with Australian Accounting Standards to the extent described in Note 1 and complying with the Corporations Regulations 2001.

Basis for Opinion

We have conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibilities for the Audit of the Financial Report section of our report. We are independent of Accessible Diversity Services Initiative Limited in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



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Other Information

The directors are responsible for the other information. The other information comprises the information included in the company's annual report for the year ended 30 June 2024 but does not include the financial report and my auditor's report thereon. My opinion on the financial report does not cover the other information and accordingly, I do not express any form of assurance conclusion thereon.

In connection with the audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Accessible Diversity Services Initiative Limited for the Financial Report

The company is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards, and for such internal control as the company determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the company is responsible for assessing its ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the company either intends to liquidate or to cease operations or has no realistic alternative but to do so.

The company is responsible for overseeing its financial reporting processes.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report, as a whole, is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of our audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the company,
- Conclude on the appropriateness of the Company's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We have communicated with the company regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control identified during the audit.

KENDALLS BEHRENS AUDITS

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Charles A Behrens - Partner

Date: 24th October 2024

