



**thorndale**  
foundation  
*supporting people with disability*

# ANNUAL REPORT 2022



REGISTERED  
NDIS  
PROVIDER

# CONTENTS



<b>1</b>	<b>Mission Statement</b>
<b>2-3</b>	<b>Board of Directors</b>
<b>4</b>	<b>Executive team</b>
<b>5</b>	<b>Chair Report</b>
<b>6-7</b>	<b>CEO Report</b>
<b>8-9</b>	<b>Residential Services</b>
<b>10-11</b>	<b>Leisure, Living and Life Skills</b>
<b>12</b>	<b>ADE - Employment</b>
<b>13</b>	<b>introducing Jack</b>
<b>14</b>	<b>Volunteers &amp; Donors</b>
<b>15-16</b>	<b>Statement of Financial Position</b>
<b>17</b>	<b>Become a Member of Thorndale</b>



# MISSION STATEMENT



## Vision Statement

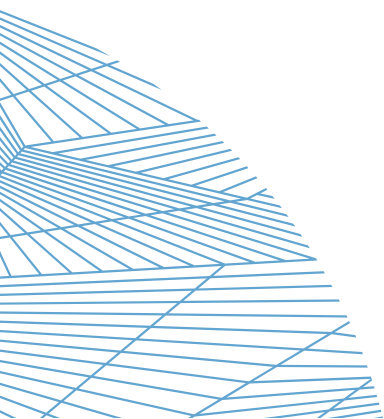
**Equality** - "Our vision is to ensure that all people with a disability live in a community where equality is away of life".

## Organisation 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 maitain 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 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 Caspers - Director**

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**



## **Peter Smith - Director**

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

**Appointed director - 2003**



## **Rob Wearn - Director**

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 local earthmoving business, Director of a Waste/Recycling and Landfill business, a board member of Nepean Medical Research Foundation & a member of the Local Businessman Group.

**Appointed director - 2011**

# BOARD OF DIRECTORS



## **Lisa Qiu - Director**

Lisa is a Senior Associate at Norton Rose Fulbright. Lisa specialises in employment and migration law, and brings to the Board a unique perspective in addition to her legal knowledge.

**Appointed director - 2019**



## **Mel Catania - Director**

Mel is the Chief Financial Officer for a large Disability Service. Mel brings to the Board a wealth of experience in financial and a business advisory capacity.

**Appointed director - 2019**



## **Simon Rodger - Director**

Simon is an experienced executive currently working as an 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 Dube - Director**

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**



# EXECUTIVE TEAM



Cathy Gault  
**CEO**



Tricia Vella  
**Executive Assistant**



Kirti Godbole  
**Finance Manager**



Vanessa Rosser  
**Commercial Manager**



Moneka Richards  
**Residential & Community  
Services Manager**

# CHAIR REPORT

**I stepped into the role of Chairperson of Thorndale Foundation twelve months ago, after being a director for four years.**

**Thank you all for the wonderful and generous support over the past year to our great community organisation. We are a part of a proud history of over 61 years of service to people with a disability and their families.**

**I would like to take this opportunity to share our condolences for the sad passing of one of our foundational members Mrs Pat Montgomery, Peter's Mum who passed away in July 2022.**

**I would like to thank my fellow Board Members for their continued support, passion, skills and dedication for another year of service to the benefit of Thorndale Foundation Limited.**

**A big thank you to the tremendous work of all our staff as they have navigated a difficult year and showed great resilience against the challenges COVID threw at them. We are very lucky to have such a dedicated team.**

**Finally, a big thankyou to our CEO Cathy Gault, who after over 20 years on the board and the last 8 as Chairperson, stepped into the role of CEO. At a time where we needed strong leadership and stability, Cathy has done an incredible job. Her knowledge of the Foundation and its people, coupled with her altruistic attitude, has been the driving force behind the great culture within the organisation.**



# CEO REPORT

I have been in my new role as CEO since July 2021 and I have enjoyed every minute of the past year caring for all the people that make up Thorndale Foundation. After being a member of the Board for so many years where I had a view of strategic management it has been great to be part of the everyday management of Thorndale.

When I took over we were in the beginning of a long lockdown due to Covid and with the contact rules at the time we had huge problems finding staff to fill in shifts. I want to say a huge thank you to all the staff that went well above their roles to help out in these critical times. I am proud of the way we quickly adjusted the way we delivered services to all our Participants during the lockdown.

Our greatest achievement this year has been to navigate the world of Covid rules and regulations, keeping everyone safe and happy. It was a stressful time for both staff and participants who were in lockdown for long periods of time without really having a good understanding of why.

There was a lot of uncertainty around how we would cope financially without being able to claim but as you can see we had a healthy financial result for the year.

We have joined with Inclusive Housing Australia to provide four new homes on our back fence in the new Kings Central Estate. We have some participants preparing to secure the funding with the NDIA to allow them to move into Supported Accommodation.

ADE have had a huge change this year with the way participants are funded by the NDIA. The work continues in the factory with lots of variety. The staff in the ADE enjoy helping participants learn new skills and achieve their goals. One of my favourite thing to do is have my lunch in the ADE lunchroom. There is such a lovely atmosphere of workmates enjoying each other's company and helping each other out.

We have introduced a second mower crew to help meet the demands of the work we have coming through. They also are doing basic maintenance across our many properties.

I am so proud of the Residential Services we offer at Thorndale. We have had Covid effect all of our homes and the staff did an amazing job to keep everyone safe. All of our Residents live fulfilling lives and all are meeting their individual goals. We have amazing staff in all our homes who ensure that our Residents live the best lives possible. Some of our Residents are coming to that time in life where they are choosing to retire from work and they are supported to find other things to fill their days.



# CEO REPORT....CONTINUED

There was a lot of work done in a few houses with a new bathroom for Carinya and gardens freshened. The staff do a great job in looking after our properties and they always look so clean and tidy.

Leisure Living and Lifeskills runs a great program of activities in the Community and Centre based activities like cooking and art, music and games. It is wonderful to see all the participants having so much fun.

Sadly we lost two of our participants throughout the year - Jessica Swinnerton (7th June 2022) and Rebecca Ward (9th June 2022). Our prayers and thoughts go out to their families and friends and they will be sadly missed but not forgotten.

Now it's time for us to think about where we want to be in 5, 10 and 15 years. What are the core values of Thorndale and how do we make sure that we can continue to offer the best care to each of our participants both now and as they continue to age.

I would like to say a special thank you to the Executive Team who have been an amazing help to me as I managed the steep learning curve.

I would like to thank all of the Directors for sharing their time and expertise over the year and thank them for their contribution to Thorndale Foundation.

**Cathy Gault**  
**CEO**



# RESIDENTIAL

Thorndale Foundation have 6 group homes in total, 5 which are in use for Supported Independent Living (SIL) and 1 is currently being used to accommodate anyone wishing to utilise Short Term Accommodation (STA). Our group homes have support for 4-5 residents in each group home offering 24 hour, 7 days a week of support. We assist with every day life to empower and support the choices they make, giving them the right to live their lives to a standards as the general community.

Along with rest of the world, we have certainly had some trying times due to the pandemic, however all our staff continued to work effortlessly to keep our beautiful homes running with minimal disruption to supports and provided ongoing care to our beloved residents.

Over the past year we have made some improvements to enable our ageing residents to have more accessibility to areas whereas in the past, found it quite difficult to utilise. Some of these modifications included widening the paths and also installing waist height planter boxes for our keen gardeners. We have also installed some amazing water features along with some colourful lighting/plants to help for visual pleasure.





# RESIDENTIAL .... CONTINUED

**This year we have had the wonderful opportunity of accommodating some new participants, staying in one of our homes for Short Term Accommodation. This has proven to become quite popular having some participants wanting to spend a weekend with their friends and making it into an exciting weekend along with great activities, great food and lots of fun. We are looking forward to seeing this expand even more with our young adults in the near future.**

**Our team at residential is always focused on promoting supported independent living with the highest respect, dedication and assisting our residents to reach their goals and enable them to realise their individual capacities.**

**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.**





# LEISURE, LIVING & LIFE SKILLS

**Thorndale Foundation's Leisure, Living and Life Skills program has a range of program options for adults and school leavers with a disability. Participants enjoy community based activities suited to their individual needs and identified goals.**

**We have definately overcome some hurdles throughout the year with some challenges - pandemic, lockdowns, floods, which has only helped us recognise some gaps and have now introduced new ways for our participants to still have choice and control when it comes to their preference of activities, even when some curve balls have been thrown our way. These include not only involving the participants but also giving them the opportunity to provide some feedback from their own parents/carers, which has proven to be quite successful.**

**We have also identified that being locked away for a few years, we have had a significant interest in activites such as destination choice and what transport will be required/suited. This helps them focus on their independence in the community and is always a great time with fellow peers/mates.**





# LEISURE, LIVING & LIFE SKILLS ..... CONTINUED

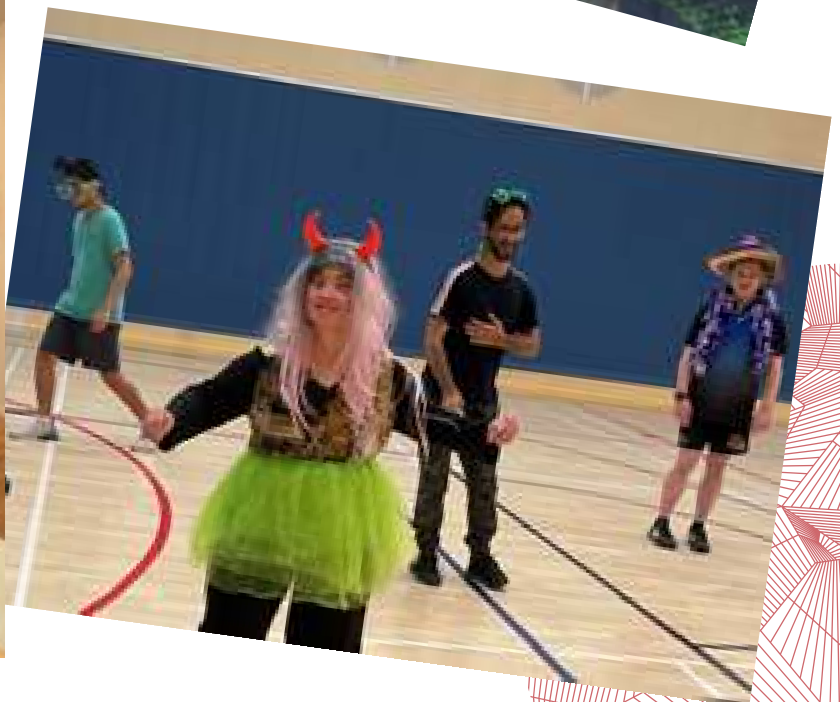
Along with all our other enjoyable activities such as bowling, fitness, Zumba, Boot Camp plus many more, our cooking program has been a huge success with many recipes founded by our own participants. Along with a group discussion, shopping list then off to the shops where they return for the preparations of cutting, peeling, washing and cooking.

Once the meal has been prepared they all sit back and enjoy the meal they all created together - a very proud achievement by all.

At Thorndale we highly value the people who attend our services and love it when we see goals are being reached.

Seeing our participants live a full and meaningful life, shows us that we are doing our job well.

Our Leisure, Living and Life Skills program runs from Monday to Friday 9am - 3.00pm, with flexible start and finish times.



# ADE - EMPLOYMENT

Thorndale Industries is a special place in our community by providing jobs to people who might otherwise not be able to participate in the workforce. We know that having a job provides much more than a source of income, as it provides a social connection, develops self-worth and pride in contributing to something tangible, and also provides an opportunity to utilise existing skills as well as develop new skills and abilities.

We work with support units of local schools to provide work experience for students from Year 9 to Year 12. We have a great customer base that allows us to continue the work that we do. Our supports range from small residential yard maintenance through to the multi-national corporations that provides us with contract packaging jobs that we see in our retail stores and even social media. We also carry out small safety work that is used in building Sydney's expanding infrastructure.

*Fiona - Outside of working at Thorndale I volunteered at "Riding for the Disabled" and have for over 22 years. I have participated in numerous events all over NSW. I have been awarded Champion Rider of NSW" with my horse "Honey". I am also a huge fan of Penrith Panthers which I go and watch frequently with my friends from work.*



*William - Outside of working at Thorndale I volunteer as a penalty box attendant & timekeeper with the Sydney Bears Ice Hockey Team. I attend every home match and recently travelled to Melbourne to volunteer at the final series. This gives me great opportunity to be able to get out of the house more and gives me more independence.*



# ADE - INTRODUCING JACK

**How old are you?**

19 years old

**When did you leave school?**

I left school 2 years ago

**Have you had any other jobs?**

No other jobs

**How did you hear about Thorndale?**

A teacher at school

**Why did you choose to work at Thorndale?**

My teacher recommended it (Bridget)

**What is your favourite job?**

I love everything about my job but especially ASP 121 5 x needles and metal sorting in SS the most

**Do you have any pets?**

Yes I have 4 dogs and now 4 puppies. 1 big boy (Don) 1 girl (Luke) 1 girl (Emmie) she is the mum of the puppies. 1 boy (Timmy) he is the dad dog to the puppies

**You have receive employee of the month, what did you spend your voucher on?**

A batman toy

**How many days per week do you work?**

2 x days per week

**What is your dream job?**

A policeman

**What do you like to do outside of work?**

Going for a drive anywhere

**Do you have any brothers or sisters?**

1 x brother (Sam) younger  
1 x sister (Whitney) older



# VOLUNTEERS & DONORS

It is with the valued support of loyal volunteers, organisation 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
- Kurrambee School
- Niland School
- Penrith Valley School
- Rowland Hassall School
- St Paul's Grammar School
- The Ponds School
- Windsor High School
- Wollemi College
- Xavier College

thank  
★ you ★

## Gold Donors

- Judy Ling
- Elaine C Braggs

## Corporate Partners

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



# FINANCIAL REVIEW

The below information has 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 2022

	2022	2021
	\$	\$
<b>Current Assets</b>		
Cash and Cash Equivalents	6,550,890	5,525,586
Trade Receivables	810,034	490,237
Other Current Assets	790,031	782,160
<b>Total Current Assets</b>	<b>8,150,955</b>	<b>6,797,983</b>
<b>Non Current Assets</b>		
Property, Plant and Equipment	7,612,735	7,690,073
Right of Use Asset	162,128	313,975
<b>Total Non Current Assets</b>	<b>7,774,863</b>	<b>8,004,048</b>
<b>TOTAL ASSETS</b>	<b>15,925,818</b>	<b>14,802,031</b>
<b>Current Liabilities</b>		
Trade and Other Payables	520,646	452,027
Provisions	549,243	545,426
Lease Liability	162,128	156,988
Other Current Liabilities	860,295	748,104
<b>Total Current Liabilities</b>	<b>2,092,312</b>	<b>1,902,545</b>
<b>Non Current Liabilities</b>		
Provisions	98,295	83,552
Lease Liability	-	156,987
<b>Total Non Current Liabilities</b>	<b>98,295</b>	<b>240,539</b>
<b>TOTAL LIABILITIES</b>	<b>2,190,607</b>	<b>2,143,084</b>
<b>NET ASSETS</b>	<b>13,735,211</b>	<b>12,658,947</b>
<b>Accumulated Funds</b>		
Reserves	3,772,477	3,722,447
Retained Earnings	10,012,764	8,936,500
<b>TOTAL ACCUMULATED FUNDS</b>	<b>13,735,211</b>	<b>12,658,947</b>

# CONSOLIDATED PERFORMANCE

Thorndale recorded a surplus of \$1,076,263 for the financial year 2022.

## Profit and Loss Statement as at 30th June 2022

### Income

	2022 \$
Commercial sales	701,598
Rental property income	251,355
Fundraising	7,954
Fees	364,244
Other income	51,678
Government Funding	7,632,504
<b>Total Income</b>	<b>9,009,933</b>

Cost of sales

### GROSS PROFIT

-  
**9,009,933**

### Expenses

Employment costs	6,673,922
Property and utility costs	708,952
Travel & motor vehicle costs	108,680
Operating expenses	441,516
<b>Total expenses</b>	<b>7,933,070</b>

### Operating Profit

**1,076,263**

Other income

-

Other expense

-

### SURPLUS/(LOSS)

**1,076,263**





# "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.
- It 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](mailto:INFO@THORNDALE.COM.AU)**





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